CLASS OF 2024
EMERGING LEADER PROGRAM
APPLICATION INFORMATION AND INSTRUCTIONS

The strength within.
Building a better Maryland takes a special kind of strength—the kind of strength you'll find every day in leaders throughout our local businesses and communities. At Leadership Maryland, we harness that strength by bringing together local leaders from all sectors, industries, and geographic regions of our state—people with a passion for making Maryland the best place to work and live.

Membership Process
Leaders become members through a highly competitive application and selection process. As many as 30 diverse and accomplished leaders from around the State are selected based on their ability to put learning to work, potential for advancement, commitment to growth, diverse experiences and perspectives, community engagement, and willingness to continue supporting the efforts of our organization after graduation. Accepted applicants are required to participate in a half-year concentrated training session. Through this uniquely interactive, non-partisan, educational experience, participants learn a variety of leadership skills from top leaders across the state.

Employers
Leadership Maryland's Emerging Leader Program is designed for midlevel and above individuals who seek to reinforce their potential with a strong foundation of skills and self-awareness. As an employer, this program offers you the ability to retain talent by preparing them for high-level roles in your organization.

The Program
The program is intense; the results are rewarding. Leaders come together for a series of retreats, intensive hands-on sessions, and in-depth discussions that focus on leadership development. The program is continually evaluated, improved, and evolves from year to year. Two unique features of the program are optional mentoring for participants by an alum of Leadership Maryland from a different industry to assist with professional development, and regular updates for managers on session teachings to allow for the opportunity to reinforce the session topics.

Program Year Goals
- To learn and grow as a leader
- To prepare for significant career advancement in the coming years
- To engage in dialogue with classmates
- To develop a network of relationships with a cross-section of leaders, a trusting circle of friends and colleagues
- To examine the many dimensions and styles of leadership by experiencing various role models
- To go on an individual journey of growth and transformation
- To become a committed member of the Leadership Maryland family beyond the program year
- To have fun!

Applicant Criteria
- Mid-level and above leaders with significant achievements in career and the volunteer community
- Committed to your growth and personal development
- Expressed willingness to commit the time and energy necessary to complete the program
- Full support of the organization or business applicant represents
- Additional consideration given to graduates of county/regional leadership programs
- Each class will reflect a cross-section of the state, to include diversity of geographic location, profession, ethnicity, age, and gender
- A willingness to continue supporting the efforts of the organization after graduation
- Applicant must work or live in Maryland

Nomination Process
Not required, but added emphasis will be given to applicants nominated by an alum of Leadership Maryland.

Application Process
Visit www.leadershipmd.org, click "The Programs" tab and then click on the Emerging Leader tab. Then click on the APPLY button and complete the online application form, which requires a $75 nonrefundable Application Fee (check or VISA or MasterCard), two references, one recommendation letter, an Authorizing Official Statement, and a professional color photo. Also, applicants are encouraged to offer a video response to the optional question in the application. Completed application and fee must be received **by 5:00 p.m. FEBRUARY 26, 2024.** Late or incomplete applications will not be considered.

Selection Process

Receipt of your application will be acknowledged by email. Each application is carefully and thoroughly reviewed by members of the Selection Committee. The Selection Committee members come from a diverse and broad cross-section of our statewide membership. Their task is significant, ensuring that each class reflects the diversity of the state in all its aspects. In selection, we seek diversity in virtually all categories, including age; community experience; cultural background; ethnicity; gender; industry; leadership experience; personality; profession; and regions of the state. Due to this diversity and the number of applications received, qualified individuals are not always accepted on their first attempt. During the selection process, the Selection Committee considers the number of times a person has applied in the past. All applicants, selected or not, will be notified of their status by email in late March 2024.

> ### Timeline
> - Application period opens the week of Jan 22, 2024
> - All applications due by Feb 26, 2024
> - Application evaluation by a selection committee (Feb 28 – Mar 18, 2024)
> - Candidates will be notified the week of March 25, 2024
> - Commitment Letters due by April 1, 2024

Tuition
If selected, you will be invoiced for tuition, which covers all program expenses, excluding your overnight accommodations, and personal transportation costs getting to the program location. **Tuition is $3,995**, when paid-in-full by check or $4,200 when paid-in-full by credit card (Visa or MasterCard) by **April 26,2024** (postmarked). If paid after April 26, 2024, tuition is $4,200 when paid-in-full by check or $4,500 when paid-in-full by credit card by **May 24, 2024** (postmarked). A payment plan may be arranged; however, the higher tuition amount of $4,200 will apply. Payment plans may be arranged by calling the Leadership Maryland office.

Tuition Assistance
Need-based scholarships are available. A limited amount of financial aid, up to $1,000, may be requested by applicants who would otherwise be unable to participate without financial assistance. Awards are based on your statement of need, the number of requests received, and the amount of funds available. However, requesting aid does not guarantee you will receive all or any of the amount requested. To be considered for financial assistance, please request a Financial Aid Request Form by emailing info@leadershipmd.org. The form and proof of income must be uploaded into the online application. Please note that decisions on financial aid are independent of and made subsequent to the selection process.

Attendance Policy
Each session is all day, one day and is in one location the entire day. Participants are responsible for travel to and from each session. Each session begins with breakfast at 7:00 a.m. and concludes by no later than 4:30 p.m. Participants must commit to attend all sessions, including the **mandatory** Orientation Retreat. One excused absence is permitted. Participants are encouraged to save allowed absence to deal with an unexpected illness or family/work emergencies. Please protect the session dates on your calendar.

Class of 2024 Session Dates

All sessions are in-person and participants agree to be active cohort members, participating in the training session 7am – 4pm on Thursdays of each session month. And the optional dinner on Wednesday evenings.

- May 2 – Opening Reception (manager encouraged to attend)	Annapolis, MD 6:00-8:00pm
- June 6 – Orientation (mandatory)	Stevensville, MD
- July 18	Annapolis, MD
- September 19	Annapolis, MD
- October 10	Annapolis, MD
- November 7 - Closing Retreat	Stevensville, MD
- December 3	TBD
- Jan 2025-June 2025 (optional mentor guidance with a Leadership Maryland alum)

If the 2024 session dates do not work for your schedule, consider applying in a future year. Session dates for future years are available soon on the website www.leadershipmd.org. The deadline to apply will always be in February of the year.

COMPLETED APPLICATION CHECKLIST:

(All items must be received **by 5:00 p.m., February 26, 2024,** for the application to be considered complete)
- ✓ Application submitted online
- ✓ Select payment method for Application Fee (check, VISA, or MasterCard)
- ✓ Financial Aid Request Form and proof of income (if requesting aid)
- ✓ Two references (added emphasis will be given if one is a Leadership Maryland alum)
- ✓ One letter of recommendation
- ✓ Authorizing Official Statement from applicant's manager/supervisor or CEO.
- ✓ High quality professional color photo (head/shoulder shot, jpg or pdf preferred)
- ✓ Paid application fee ($75 check payable to Leadership Maryland, PO Box 2442, Easton, MD 21601 or paid online with VISA or MasterCard)
- ✓ Submit a brief optional video response using the provided video tool