



PROGRAM SUMMARY

During the intensive 17-month California Agricultural Leadership Program (CALP), fellows are immersed in topics including leadership theory; emotional intelligence; conflict management; strategic agility; effective communication; personality traits and how they contribute to improved performance; public speaking; theories of motivation; critical thinking skills; complex social and cultural issues; and change management.

Through self-reflection and a balance of dynamic classroom presentations, case studies, experiential learning opportunities, personal coaching and selected readings, fellows acquire tools that enhance leadership skills and contribute to the long-term success of their farms, ranches, allied businesses, organizations and California agriculture as a whole.

Graduates of the program are part of an influential network of professionals who help their companies, organizations and communities meet the challenges of a rapidly changing environment. Better communication and critical thinking skills, combined with an open-minded and broad perspective, help graduates guide organizations and others to creative solutions. Having the confidence to step up and engage in discussions about critical issues facing agriculture is one of many outputs of the CALP.

More than 1,200 men and women — growers, farmers, ranchers and others working in allied businesses — have participated in CALP. Fellows will become part of a powerful resource that strives to keep agriculture a viable and important part of our state's economy.

CALP's learning model creates a safe environment for group and individual experiential learning that:

- Strengthens and matures leadership skills.
- Confronts and resolves personal barriers to change and adaptability.
- Enlightens personal and societal core values, challenges and perspectives.
- Develops the capacity to better communicate ideas through open dialogue and to problem-solve complex contemporary issues.
- Creates a long-term statewide connection to industry and issues leaders.
- Enables and reinforces a personal culture for lifelong learning, leading and fostering results-oriented leadership.

TIME INVESTMENT

During the 17-month program, participants commit to approximately 56 days of formal program activities. Participants spend additional time on assignments and for travel to and from seminars in different locations. Attendance at all seminars, including the travel seminars, is mandatory.

The program includes:

- Ten multiple-day seminars delivered by partner universities at various locations from October to May.
- A 10 to 11-day national travel seminar in early- to mid-March of the first year.
- A 15-day international travel seminar conducted in early November of the second year.
- A one-day, mid-program coaching interview in July or August of the first year.

- Additional group assignments and individualized leadership coaching activities (including four individual coaching sessions) that take place throughout the 17-month program.

PROGRAM SEMINARS WITH PARTNER UNIVERSITIES

Our university partners deliver a comprehensive, diverse, high-impact curriculum. *The Ag Leadership experience has little to do with California agriculture and everything to do with leadership development.* The curriculum and the travel experiences focus simultaneously on personal improvement skills and on understanding of current social, political, scientific, organizational and economic issues – all of which often converge to impact fellows, California agriculture, and society.

The foundation partners with four California universities to host and conduct several seminars. Each campus has a specific curriculum objective upon which it focuses:

- California Polytechnic State University, San Luis Obispo: communication skills, team-building and personal assessment.
- California State Polytechnic University, Pomona: sociology, culture, history and religion.
- California State University, Fresno: federal government, foreign policy and criminology.
- University of California, Davis: local and state government, economics, international trade and health.

National Travel Seminar

In the first year, there is a 10 to 11-day national travel seminar to Washington, D.C. and another state. Meetings with top-level government, business and community leaders provide a valuable extension to the study of state and national issues.

International Travel Seminar

In preparation for the 15-day international travel seminar, foreign policy, economics and global issues are introduced in the program's second year. During the trip, participants meet in-country with a broad array of leaders ranging from ambassadors to elementary school teachers, government ministers to leading corporate executives, and from agriculturalists to health care providers. Global issues and dynamics are explored first-hand and include politics, economics, trade, commerce, education, religion and culture. Since the program began, Ag Leadership classes have visited nearly 90 countries on five continents. Selection of locations for the international travel seminar is made by the Education Team and approved by the California Agricultural Leadership Board. Travel locations are selected based on current events, learning opportunities, in-country resources to support the educational objectives and safety of the fellows. Like all of the seminars, the learning opportunities of the international travel seminar are unique and participation in the international travel seminar is required.

PROGRAM BENEFITS

Return on Investment for Fellows

- Develop essential tools to enhance leadership skills and strengths.
- Acquire strong communication skills.
- Understand the difference between leadership and management.
- Deal effectively, competently and confidently with complicated issues and challenges that affect California agriculture.
- Gain tools to understand, articulate and confront different perspectives of an issue or challenge.
- Develop the ability to respond to challenges that affect organizations, businesses and communities.
- Learn to convert a vision into action through effective and appropriate planning, communication and motivation.
- Strengthen effectiveness in organizing and utilizing teams.
- Access to individualized leadership coaching.

Return on Investment for Employers

- Turn “soloists” into “conductors.”
- Identify and train leaders for the business or organization.
- Develop talent to keep companies on the cutting edge of change and growth.
- Identify and train potential successors.
- Develop key individuals as colleagues and team leaders.

FUNDING AND COSTS

The program is sponsored by the California Agricultural Leadership Foundation (CALF), a not-for-profit, tax-exempt 501(c)3 organization. CALF is a privately-funded entity and relies completely on alumni, businesses, foundations, organizations and individuals for support. Except for a modest participant fee, the program’s budget is entirely underwritten by, and accountable to, agricultural stakeholders, including program alumni. CALF invests about \$55,000 per fellow to participate in the program.

A \$750 participant fee is charged to each fellow to offset a portion of the material costs for the 17-month duration of the program. Incidental expenses and transportation to and from in-state seminars and airports of departure for travel seminars, are also the responsibility of each participant.

Each class is responsible for a community service project and must cover some miscellaneous costs such as tips, gifts and donations during trips. To this end, each class works as a team to develop a fundraising plan that often requires program participants to work within their industry to raise cash and in-kind donations.

PROGRAM SELECTION PROCESS

The selection process is intended to attract and secure the most promising, highest quality candidates from California agriculture who have demonstrated the potential to provide more effective leadership for the benefit of California agriculture and its communities, and who can contribute to the learning experience of their class fellows. The program is aimed at and designed for *mid-career* professionals who have had the career and life experiences necessary to serve as the foundation for this professional development opportunity.

Minimum Qualifications

- The applicant has lived in California for at least one year.
- The applicant earns his or her living primarily from a career in, or closely related to, agriculture and must do so during the entire program.
- The applicant is considered mid-career in an agricultural profession.

Requirements for Consideration

- Meet the minimum qualifications listed above.
- Provide written consent from the employer (if applicable) to take the required time off.
- If self-employed, applicant must demonstrate the ability to be on leave from their enterprise for the required time.
- Have the full support of his or her family to participate in the program.
- Demonstrate a commitment to remain in California, in an agricultural profession, during the entire program.
- Demonstrate the maturity and open-mindedness to take full advantage of what the program offers.

Selection Policies

- No more than one individual from the same business division or operating unit of a company will be selected for the same class.
- Close relatives (spouses, siblings or children/parents) will not be selected for the same class.
- Each class will reflect a reasonable representation of California agriculture’s geography and inclusiveness, commodities, professional responsibilities and related industries.

- All applications will be considered impartially regardless of gender, race, religion, creed, disability, age, marital status, veteran's status, sexual orientation or national origin.

Selection Procedures

- Applicants are required to submit a Phase 1 application online no later than Monday, April 29, 2019.
- If invited to proceed with Phase 2 of the application process, submit: a completed Phase 2 application, four references, and, if applicable, a signed "supporting application by spouse/life partner" form and an "employer consent form" no later than Monday, May 20, 2019.
- If invited to proceed with Phase 3 of the application process, Program representatives will conduct personal interviews with qualified applicants in July or early August. *The spouse/life partner is required to participate in the personal interviews.*
- All applicants will be notified of whether or not they have been selected to join Class 50 in early September.

Expectations

The CALF Board of Directors and donors expects each fellow to fulfill the following commitments:

- Attend all seminars including the national and international travel seminars.
- Assume leadership responsibility immediately.
- Participate fully in the program, including all personal assessments and program evaluations.
- Participate in post-graduation leadership activities.
- Contribute to the continuity of the California Agricultural Leadership Program.

In the sole judgment of the foundation, a participating fellow may be removed from the program without appeal if the fellow fails to demonstrate sufficient commitment to CALP or demonstrates personal conduct which fails to lend credit to and warrant respect for the program or the Foundation and which detracts from the class experience.

INSTRUCTIONS FOR COMPLETING THE PHASE ONE APPLICATION

1. Before you apply to the California Ag Leadership Program, be sure you meet all the eligibility requirements. (See Minimum Qualifications and Requirements for Consideration, above.)
2. Register your interest in completing the Phase One application here: <http://www.agleaders.org/apply/register>
3. Go to and complete the Phase 1 application online, using the link sent to you at the email address you provided when you registered.
4. If you are uncertain about whether your application was submitted, email or phone Judy Sparacino (contact information below).
5. Your Phase 1 application will be reviewed and considered for advancement to Phase 2. You can expect to receive an email from the Foundation informing you of the status of your application within two weeks from the date your Phase 1 application is received. If you do not hear back within this time period, please contact Judy Sparacino to learn the status of your application.

To be considered for Class 50, and in order to have adequate time to complete a Phase Two application, Phase One applications must be received by Monday, April 29. (Phase 2 applications are due Monday, May 20.)

FOR MORE INFORMATION

Contact Judy Sparacino at the Foundation office if you have questions or need assistance with the application:
 E-mail: jsparacino@agleaders.org
 Phone: 831-585-1308