



Ag Leadership

CALIFORNIA AGRICULTURAL
LEADERSHIP FOUNDATION

FREQUENTLY ASKED QUESTIONS

California Agricultural Leadership Program

For more than 50 years, the California Agricultural Leadership Program (CALP) has provided an advanced leadership development experience for emerging, mid-career leaders in agriculture.

Our premier program – highly respected and the longest-running of its kind – teaches fellows leadership skills that help them expand their impact, increase their leadership capacity and tackle complex challenges. Over the course of the intensive 17-month program, fellows are immersed in numerous topics, including leadership theory, effective communication, motivation, critical thinking, change management, emotional intelligence and other skills and tools that contribute to improved performance. Fellows engage in situations and discussions focused on complex social and cultural issues, providing them with an opportunity to build enhanced critical thinking skills that, combined with a broader perspective, help graduates guide creative solutions throughout their lives.

Four exceptional partner universities – Cal Poly Pomona, Cal Poly San Luis Obispo, Fresno State and UC Davis – deliver integrated, comprehensive and diverse curriculum at the seminars. Fellows learn from first-rate educators, subject authorities and individuals from diverse professions and backgrounds. National and international travel seminars provide further opportunities to use critical thinking to work through complex issues, understand interconnected systems and governments, gain confidence in how to engage in various processes, compare and contrast cultural dynamics, immerse oneself in different cultures and dialogue with policy leaders.

Through our high-impact curriculum, a balance of dynamic classroom presentations, case studies, experiential learning opportunities, individualized executive coaching and selected readings, fellows acquire important tools to enhance their leadership skills. They become lifelong leaders who individually and collectively act as a catalyst for a vibrant agricultural community and make a significant difference in the agricultural industry, their businesses, organizations, communities and families.

CALP is operated by the California Agricultural Leadership Foundation, a 501(c)(3) nonprofit public benefit corporation.

Q >> What are the requirements to participate in the program?

- ◆ Reside in California for at least one year, with the expectation to remain in California.
- ◆ Earn a living primarily from a career in or closely related to agriculture. Demonstrate a commitment to remain in an agricultural profession in California during the 17-month program.
- ◆ Obtain written consent from employer (if applicable) to take off the required time.
- ◆ If self-employed, must be able to leave business for the required time.
- ◆ Have the full support of his or her family to participate in the program.
- ◆ No more than one individual from the same business division or operating unit of a company will be selected for the same class.
- ◆ Relatives (spouses/partners, siblings, children, parents) will not be selected for the same class.

Q >> What is the application and selection process?

- ◆ Applications are typically available beginning in January or early February.
- ◆ The application process includes three phases:
 1. Phase I is a form that applicants complete online that captures basic information about the applicant and provides our phase I screening team with the information necessary to confirm an applicant is qualified to participate.
 2. Phase II is an expanded online application that captures more information about the background and experiences of the applicant.
 3. Phase III is a face-to-face interview conducted by regional screening committees.
- ◆ In addition to applications, letters of recommendation and other support forms are required.
- ◆ Face-to-face interviews of qualified applicants with regional screening committees are held in July.
- ◆ Applicants are notified of the selection outcome in early September.

Q >> Is there an application fee?

- ◆ There is no fee for applying to the program.



CLASS 52



CAL POLY



FREQUENTLY ASKED QUESTIONS

Q >> How much time do fellows need to commit?

- ◆ Fellows must commit to approximately 55 seminar days during the 17-month period. Attendance at all seminars is mandatory.

YEAR ONE

- October to May.
- Eight seminars, including the national travel seminar.
- Campus seminars are typically two and a half to three days each. The national travel seminar in early March is 10 days.
- A one-day mid-program coaching interview in the summer.

YEAR TWO

- October to February.
- Four seminars, including the international travel seminar.
- Campus seminars are typically two and a half to three days each. The international travel seminar in early November is 15 days.
- ◆ Fellows will have extra travel time to/from each seminar location, which may amount to several extra days depending on where a fellow lives.
- ◆ Fellows are expected to devote extra time to the individualized coaching process and to group and individual projects outside of the seminars.
- ◆ One assigned book is to be read prior to each seminar in year one.
- ◆ Fellows are expected to assume leadership responsibilities immediately, participate in post-graduate leadership activities and contribute to the sustainability of CALP.

Q >> What is the curriculum at partner universities?

- ◆ Cal Poly Pomona: Social and cultural issues, history and religion related to international destinations, personal power, leadership styles, personal and organizational change management.
- ◆ Cal Poly San Luis Obispo: Team building, communication skills and personal assessment.
- ◆ Fresno State: Emotional intelligence, criminology and national leadership issues.
- ◆ UC Davis: Conflict management, facilitative leadership, economics, local and state government.

Q >> Is there a tuition or cost for participating in CALP?

Donations from individuals, businesses, organizations and fundraising events allow the foundation to fund the more than \$50,000 cost for each participant.

Q >> What are the fellows expected to pay for?

- ◆ A small fee to offset costs of materials.
- ◆ Miscellaneous expenses (tips, gifts, donations, personal items, etc.).
- ◆ Transportation to/from in-state seminars.
- ◆ Transportation to/from departure airports for national and international travel seminars.

Q >> What do employers pay for?

Employer costs vary depending on how they support their employee during the program (e.g., employee time off and other expenses).

Q >> What is the return on investment for employers?

- ◆ Train leaders for the business or organization.
- ◆ Develop talent to keep businesses or organizations on the cutting edge of change and growth.
- ◆ Train potential successors.
- ◆ Develop individuals as team leaders.
- ◆ Turn “soloists” into “conductors.”

Q >> What is the return on investment for fellows?

- ◆ Develop essential tools to enhance leadership skills and strengths.
- ◆ Through individualized coaching, focus on specific learning activities to enhance ability to motivate and lead.
- ◆ 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.
- ◆ Understand, articulate and confront different perspectives on issues or challenges.
- ◆ Respond more proactively 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.

1/2023



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