



We open eyes, minds, and doors.

Leadership Development Initiative Application

Our Mission: Strengthening regional leadership through programs, partnerships, and connections.

Leadership Pittsburgh Inc. (LPInc.) works toward a Pittsburgh region where high-impact leaders are informed about community issues, connected to regional leaders, and working across sectors to leverage sustainable, equitable solutions for Southwestern Pennsylvania to thrive.

LPInc. produces programming, partnerships, and connections through cohort-based programs, executive networking, nonprofit board matching, and a robust, cross-disciplinary, multi-generational alumni network. Selection-based programs include Leadership Pittsburgh (LP), Leadership Development Initiative (LDI), and the Community Leadership Course for Veterans™ (CLCV™). Programs address critical and timely regional topics, foster collaboration between the business and the civic sector, and position leaders as catalysts for positive change.



Program Focus

- Leadership Skills and Tools
- Community Engagement
- Network Building

Leadership Development Initiative Eligibility

- High potential emerging leaders who are identified within their own organizations as rising stars
- Individuals with a desire to grow and diversify their sphere of influence and network
- Individual contributors and managers from all sectors
- Individuals who are interested in community service and are willing to fully participate in the Leadership Development Initiative program

No formal “invitation” is required to initiate your application.

Leadership Development Initiative Timeline

First Friday in June	Applications must be submitted by 5:00 PM Online: www.lpinc.org Email: info@lpinc.org
Month of August	Selection process
Month of September	Invitations emailed to accepted applicants
September	Welcome Orientation & Reception (mandatory) Overnight Opening Retreat (mandatory)

Leadership Development Initiative Sessions

- Sessions typically take place on one to two Thursday(s) a month, September through June. Most sessions will run from 1:00–5:00 PM. Please refer to the program schedule for the specific time frame of each session.
- The calendar for the year is available at least six months prior to the application deadline.
- Each session location is different.
- Credits are assigned to each session and graduation is dependent upon completion of a required number of credits.
- The underpinning of the Leadership Development Initiative program year is centered around three pillars:
 - Leadership Skills and Tools
 - Community Engagement
 - Network Building

Community Impact Project

Working with regional nonprofit and civic organizations, LDI participants work as a cohort to implement a Community Impact Project. In addition to engaging the community, the project serves as a learning lab in which participants can practice the skills critical to success as emerging leaders. The project is outlined early in the program year and completed by May.

Leadership Development Initiative Facts

- Tuition is currently \$4,400 and is non-refundable. (Please note that tuition pricing is subject to change in the future.) Payment is expected only after acceptance.
- Early applications are encouraged. Incentive tuition price for applications submitted by the first Friday in June is \$4,100. All parts of the application must be complete to be considered.
- LPInc. is a nonprofit organization: alumni and institutional donations enable us to offer partial scholarships based on need. These are intended, primarily, for participants from the nonprofit

sector, especially small nonprofit organizations. To apply for tuition assistance, please request a tuition assistance form from LPInc. (info@lpinc.org) and submit it with your application. Tuition assistance requests do not impact the selection process.

- Payment plans are available upon request.
- Credits are assigned to each session and activity.
- In order to allow for busy professional schedules, a higher number of “credits” are offered than required for completion/graduation.
- The Leadership Development Initiative Selection Committee considers letters of recommendation in the application process. We strongly encourage each applicant to submit at least two, but no more than four, letters of recommendation. Successful applications in prior years tend to be accompanied by a letter of recommendation from the applicant’s company CEO/head of business unit in addition to recommendations from other LPInc. Alumni. A copy of our alumni directory can be accessed online at www.lpinc.org.

Leadership Development Initiative Application

Application deadline: First Friday in July

Page 1 of 5

*Fields marked * are required*

Personal Information

First Name*: _____ Last Name*: _____

Position/Job Title*: _____

Employer/Organization*: _____

Size of Company/Total # Of Employees*: _____

Sector: Please indicate which option best describes your organization.*

☐ Corporate/For Profit

☐ Nonprofit

☐ Public

☐ University

☐ Foundation

☐ Small Business

☐ Other: _____

Work Address*: _____

City*: _____ State*: _____ Zip*: _____

Work Phone*: _____ Work Email*: _____

Leadership Development Initiative Application

Page 2 of 5

*Fields marked * are required*

Personal contact information is optional and will be used only with your permission and/or if needed in a situation that requires us to access you.

Personal Address: _____

City: _____ State: _____ Zip: _____

Cell Phone: _____ Personal Email: _____

The LPInc. Selection Committee strives to curate a diverse cohort based upon our applicant pool and information received. The following demographical information is not required but is helpful during the selection process.

Gender: _____ Age: _____ Disability: ☐ Yes ☐ No

Race/Ethnic Identification:

☐ American Indian/Alaska Native ☐ Asian ☐ Black or African American ☐ Hispanic or Latino☐ Native Hawaiian or Pacific Islander ☐ White ☐ Other _____**Employer Agreement**

As most sessions are held during normal business hours, the support of your employer/organization is imperative. The applicant is expected to ascertain this support and completion of this section indicates the applicant has done so. The head of your business/organization may be contacted.

Supervisor/Head of Sponsoring Organization

First Name*: _____ Last Name*: _____

Position/Job Title*: _____

Business/Organization*: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone*: _____ Email*: _____

Leadership Development Initiative Application

Page 3 of 5

*Fields marked * are required*

Your Leadership Development Initiative Referrer (if different from above)

Please list the individual within your network (organization/professional/personal) who has been the most influential in your decision to apply to the Leadership Development Initiative program. In the event of your acceptance into the program, this individual, along with the person listed in the Employer Agreement section above, will be extended an invitation to join you for a reception – generally towards the start of the program year, as well as at program completion.

First Name: _____ Last Name: _____

Position/Job Title: _____

Business/Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

1) Professional/Educational Background*

Please include the following information (you may attach your resume).

Professional Experience

List past and present employment highlights including employer, job title, a brief job description, and dates of employment. Note: Should your employment status change after you have submitted your application, please call the LPInc. office at 412.392.4505 and email info@lpinc.org so that this information can be presented to the Leadership Development Initiative Selection Committee.

Educational Experience

List educational background, including active military duty, and academic awards. Include school(s), dates, and degrees awarded.

Professional Activities

List, in order of importance to you, the professional activities (employer-based or professional organizations) in which you have participated. For each activity, state the nature of your participation, including leadership positions held, special recognition received, and the date(s) of your involvement.

2) Community Involvement*

List community activities in which you have participated. These may include activities related to or as an outgrowth of your employer-based profession or organization. List current and past activities separately. For each activity, indicate the nature of your participation, including any leadership positions you held, any special awards/recognition that you received, and the dates of your involvement.

3) Personal Insights*

Please answer each of the following questions within the requested word limits:

1. Tell us about an experience or situation in which you assumed a leadership role. What prompted your role as a leader, what actions did you take, and what were the results of those actions? (500 – 1000 word limit)
2. What is the one major issue facing your community/neighborhood that you, personally, are concerned about? What action steps have you personally taken to get involved with making a change or what ideas do you have on potential action steps which can be taken to improve the situation? (500 – 1000 word limit)
3. Describe one life experience that had a significant effect on your personal development. (500 – 1000 word limit)

4) Letters of Recommendation

The Leadership Development Initiative Selection Committee considers letters of recommendation in the application process. We **strongly encourage** each applicant to submit at least two, but no more than four, letters of recommendation. Successful applications in prior years tend to be accompanied by a letter of recommendation from the applicant's CEO/head of business unit as well as LPInc. Alumni. A copy of our alumni directory can be accessed online [here](#).

Recommendations are due to the LPInc. office by 5:00 PM on the First Friday of July. These can be submitted along with your application, emailed to info@lpinc.org, or completed through our [online recommendation link](#).

Please list the individuals whom you have asked to submit a letter of recommendation on your behalf.

5) How did you learn of Leadership Pittsburgh Inc.? Please select one or more.*

- | | |
|--|--|
| <input type="checkbox"/> Brochure or marketing materials | <input type="checkbox"/> News story (TV, newspaper, etc.) |
| <input type="checkbox"/> Community event | <input type="checkbox"/> Online or social media (Instagram, Facebook, Twitter, LinkedIn) |
| <input type="checkbox"/> Email from Leadership Pittsburgh Inc. | <input type="checkbox"/> Referred by family, friend, or program graduate |
| <input type="checkbox"/> Leadership Pittsburgh Inc. team | <input type="checkbox"/> Suggested by employer/colleague |
| <input type="checkbox"/> Leadership Pittsburgh Inc. program or event | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Leadership Pittsburgh Inc. website | |

6) References*

Please list the contact information of two individuals who can attest to your leadership capabilities. These can be, but are not required to be, the same individuals you have asked to provide a letter of recommendation.

Reference #1 Name: _____

Business/Organization: _____

Phone: _____ Email: _____

Reference #2 Name: _____

Business/Organization: _____

Phone: _____ Email: _____

Additionally, please list the names of any alumni of Leadership Pittsburgh Inc. programs whom you know. Our alumni directory can be accessed online [here](#). Any of these individuals may be contacted.

7) Acknowledgment of Program Schedule*

The tentative schedule for the upcoming program year can be [found on our website](#). Prior to submitting your application, please review this schedule and ensure that you are currently able to attend the two **mandatory** sessions at the start of the program year (Welcome Orientation & Reception and Opening Retreat) as well as the majority of the sessions listed on the schedule so that you can earn the required amount of credits to graduate.

Please **initial in the box below** to indicate that 1) you have reviewed the schedule to ensure you can actively participate in the LDI program (including the mandatory dates) and 2) if your availability changes at any time, you agree to make the LPInc. team aware and understand that this may impact your ability to continue participation in the program.