

## **Elko Area Leadership Institute (EALI)**

### **Mission Statement:**

**The Elko area depends on active leaders with a vision for our future and respect for our past. We strive to develop leaders who are diverse, involved, educated, and who will sustain community stewardship through cooperation, volunteerism and respect for others.**

### **Vision Statement:**

- Develop a premier and prestigious program that provides an extensive leadership training program for community minded leaders seeking to enhance and develop their leadership and business skills
- EALI will provide a hands-on experience aimed at developing understanding of a broad spectrum of public-policy issues with a lasting commitment to civic involvement at the local and state levels.
- Graduates will have a good working knowledge and awareness of key community issues and challenges and become leaders bringing value to the bottom line for their business or company.
- At the end of the program, participants will have cultivated communication and networking skills that enable them to build strong relationships and will be prepared to play an important role in deciding priorities and strategies for local and statewide issues.

### **Values:**

- Respect for others – Our actions demonstrates intent more than words. Tolerance means that you can respect the differences of others, not that you necessarily agree with them. It is a belief in working in, and creating, a community climate of respect and dignity. As Steven Covey said, “Seek first to understand, then to be understood.”
- Stewardship – A desire to serve the community in furthering its economic, social and environmental health. Choosing service over self-interest.
- Responsible and Accountable – Promoting responsibility in personal, organizational and community actions. We count on each other and take responsibility for our actions, our behaviors and our results. Responsibility can be shared, but accountability may not be shared. Responsibility comes from the tasks we assume and involves the capacity to distinguish from right and wrong. Accountability is accepting the consequences that arise from our actions and decisions.
- Integrity – Honesty and trustworthiness form the foundation upon which all success is built. It is the adherence to a strict moral or ethical code
- Continuous Improvement – We will never be satisfied because no matter how good our performance is, opportunities for improvement exist.
- Diversity – Furthering the value of differing perspectives, including diversity in viewpoint, culture and experience. By valuing diversity, we will find new and better ways to achieve success. We create an atmosphere where people from all walks of like are treated with dignity and respect and have the opportunity to offer their ideas and perspectives. Our differences help us win.

- Teamwork & Collaboration – We listen to one another and work together, sharing efforts, information, knowledge and opinions. By working together, we accomplish more than we can on our own – the sum of the parts is greater than the whole.
- Visionary – Looking beyond the present and glimpsing into the future to see what the possibilities can be.
- Doing the Right Thing – Helping others find their voices and help those that cannot help themselves. The true test of doing the right thing is, what would you do, if you knew no one else is looking.

### **Guidelines and Procedures**

The Elko Area Leadership Institute (EALI) program will bring together local citizens with diverse interests and backgrounds to participate in an intensive year-long program designed to develop engaged leaders in the Elko area. These actively engaged and community-minded leaders will identify and implement solutions for the benefit of the community.

The program will be a hands-on experience aimed at developing understanding of a broad spectrum of public-policy issues with a lasting commitment to civic involvement at the local and state levels.

Graduates will have a strong foundation to approach key community issues and challenges in order to identify and implement solutions for the benefit of the community. They will also become effective community leaders helping to bring value to the bottom line for their business or company through public exposure and community involvement. Graduates will also develop long lasting relationships with their classmates & become an active member of a civic organization.

Graduates will have a strong foundation to approach community issues and gain civic power to identify and implement solutions for the benefit of the community. They will also build lasting relationships with their classmates and become active members of a civic organization.

### **Eligible Candidates**

The program is designed to be a balanced group representing a diverse sector of businesses and industry, cultures and backgrounds. As such the Objective Review Panel should have a goal that no more than 5% of participants can come from the same company, with no candidates coming from the same department of one company.

Candidates must live or be employed in the Elko area, be able to provide at least \$175.00 of the tuition. Since the program is designed to produce leaders for the Elko area, candidates should also intend to live in the Elko area for the foreseeable future.

Involvement in civic organizations is expected by the end of the program, though not required prior to applying.

Team building is an essential part of the program and cooperation with fellow members is expected. Therefore, candidates should anticipate interacting extensively with other members.

## **Application Process**

1. Candidates must complete an application to be considered for the program. The application will be available online at [www.elkoleadership.org](http://www.elkoleadership.org) and at the Elko Area Chamber of Commerce office. Applications will state the application due date and other pertinent dates for the program.
2. Upon receipt of all applications submitted by the due date, an Objective Review Panel will be formed, consisting of no less than five people. The Panel will always have an odd number of panelists, with up to 40% of the panelists being non-EALI Committee members.
3. Following the above step, the applications will be graded by the Panel using a Candidate Rating Form. Any Panelist who is a relative or close personal friend of an applicant or who has, or may appear to have, any other vested interest in selecting or not selecting a particular applicant, including working for the same company, must disclose such to the Panel. Selection Panel members will collectively discuss whether to accept or reject that Panelist's Rating Form. Panelists will not see the weighting of each question. Scores will be compiled, and verified by at least two Scribes designated by the EALI Administrative Committee. Any candidate scoring a 30 or higher (or the top 25 scores) will be called for a face-to-face interview with the Objective Review Panel.
4. After interviewing, the Panel's recommendations will be presented to the full committee for approval. Upon selection, all successful applicants will be required to attend all events and modules. Failure to attend all events and modules will result in removal from the program without tuition refund.
5. Candidates to whom scholarships are provided will be matched as closely as possible with the entity that is providing the funding. Entities may recommend candidates, though the scholarship alone is not a guarantee of admission. Candidates are selected on their own merit. Donations are gladly accepted and may be used toward scholarships, unless directed otherwise. Any entity may provide for scholarships in any amount up to full tuition pricing, less the candidate's portion of \$175.00. Entities that provide scholarships greater than \$200.00 will be recognized when the scholarship is awarded.

## **Pre-assignments and Homework**

There will be pre-assignments prior to the opening retreat. These assignments must be finished and ready to present at the retreat.

Each module will have some type of homework assigned, usually to be completed prior to the module date. Some assignments may require interaction with various agencies or citizens within our community. Members will need to provide their own transportation to and from those areas.

Public speaking is an important aspect of leadership and members may be expected to present assignments to the group.

There will be a class project that is expected to run the length of the program. All members are expected to participate in the project to make it as successful as possible. The project will be geared towards one or more modules and will result in bringing about a positive result within the Elko area.

## **Modules**

Modules will begin at varying times, based on the subject matter and locations. Members will be advised prior to the start date for the Module. Prompt arrival is expected and excessive or repeated tardiness may result in removal from the program. Dress for all modules will be business casual unless informed otherwise in advance.

Cellular phones, pagers and other electronic communication devices, including anything work related, are to be turned off during the modules. All participants in the modules are encouraged to leave all such devices at home whenever possible, as breaks and meal periods are opportune times to discuss the Module material and build relationships with fellow members.

During presentations, it is expected that members will be respectful of presenters. There should not be personal conversations being conducted while a presentation is given. Topics may be complex and generate emotions and strong feelings. There may not be sufficient time to go into full-scale debate, as the Modules are informational in nature and designed to expose members to various topics while allowing for some discussion. Members are expected to be respectful of their fellow members, presenters and facilitators and of any opinions expressed.

### **Graduation**

Members who successfully complete all modules, have attended all events and who have shown appropriate leadership behavior are eligible for graduation.

Graduates are expected to become active Alumni of the program and assist where suitable for future programs. An Alumni Network will be in place and will be utilized to help mentor future program members. Alumni are requested to provide updated contact information to EALI.

### **Administrative Committee**

An Administrative Committee shall be formed and voted upon by the full EALI Committee.

The Administrative Committee will make all decisions on scholarships.

All appeals of these guidelines will be directed to the Administrative Committee. The Administrative Committee's decision will be final.