



Please review and submit applications in full. Keep a copy of pages 1-2 for reference.

SUMMARY

The AIA Austin Leadership Collective, first launched in 2018, is a year-long, intensive, skills-based leadership training program that seeks to equip emerging leaders in architecture and related professions with the tools to make meaningful progress on issues that matter to them. The Leadership Collective defines leadership not as a role, title, or position of authority, but as an ongoing practice of navigating change, mobilizing others, and experimenting to discover what moves the needle. Thus, the Leadership Collective is not restricted to those who currently consider themselves leaders, but is open to all who are interested in building on their personal strengths, working across differences, questioning the status quo, and contributing to the growth and progress of their firms, families, cities, and community groups.

MISSION

The mission of the Leadership Collective is to support visionary, diverse leadership for a more sustainable, equitable future in our profession. We aim to catalyze change by cultivating emerging professionals with the necessary support and guidance as the next generation of leaders to achieve successes in their professional careers, pioneer new endeavors, and grow community partnerships.

AUDIENCE

The intended audience of the program includes all AIA Austin emerging professionals, with a preference given to those who have worked 5 to 10 years in the field. The class of 20 participants will be selected in order to achieve as diverse a group as possible with respect to the knowledge and insight they bring to the table. This group may include up to five Allied Member participants from professions related to architecture.

LEADERSHIP CO-LABS

Participants will be expected to serve as ambassadors, immediately applying and growing their leadership skills by leading their own training sessions, or Leadership Co-Labs, sharing program content and activities with a group of 4-5 interested professionals in their own firm or professional network. The ambassador model not only strengthens skills learned through practice but also amplifies the program’s impact. By extending the knowledge gained to a wider audience, the long-term benefits of the program are extended to our entire professional community.

LEADING SELF / LEADING OTHERS / LEADING THROUGH SYSTEMS



The progression of the program will expand in scope through the principal topics of Leading Self, Leading Others, and Leading Systems. Each session will utilize active learning and target the development of at least one immediately executable skill. This model aims to equip participants with the skills and networks needed to attain larger systemic impact in the professional community.



LEADING SELF / LEADING OTHERS / LEADING SYSTEMS (continued)

Leading Self

Sessions will focus on building self-awareness, setting benchmark program metrics, identifying personal strengths, and teaching effective feedback skills. By introducing these topics early, the program aims to encourage ongoing, effective feedback both among participants and with regard to the program content and delivery.

Leading Others

Sessions will focus on the development of skills surrounding participants' interactions with others, leveraging personal strengths to create cohesive and effective relationships, teams, and groups.

Leading Systems

Sessions will focus on analyzing, working within, and building systems to effect adaptive change. This may include keynote speaker sessions open to the broader professional community. Participants will each identify a specific and meaningful leadership challenge to use as a case study in applying program content.

TIME COMMITMENT

The program consists of

- (1) kickoff retreat February 1st and 2nd (Friday afternoon + full day Saturday)
- (7) half-day afternoon sessions to be held on First Fridays from March – October (excepting a July break)
- Optional (but highly encouraged) social hours following each monthly session
- A mandatory graduation celebration on the evening of October 4 (following the last session)
- (7) Leadership Co-Labs, to be planned and facilitated by participants between program sessions
- Up to (2) hours of additional homework per monthly session (may include reading, worksheets, etc.)
- Each participant is allowed (1) excused absence (excluding initial retreat and graduation). Please provide advance notice to program coordinators regarding any absences or time conflicts.

TUITION AND FUNDING

Tuition is \$500 per participant and covers program materials, luncheons, speaker fees, administrative fees and other meeting expenses. Tuition is priced far below the market value of the content in order to promote accessibility and diversity; some financial assistance may be available upon request (especially for participants from small firms).

PROGRAM SCHEDULE

2018		2019	
Oct 24th	Open Call for Program Applications	Feb 1st/2nd	Kickoff Retreat (Friday afternoon and full day Saturday)
Nov 29th	Application Deadline	Mar - Jun	Monthly Sessions (First Friday afternoons)
Nov - Dec	Committee Application Review	Aug - Oct	Monthly Sessions (First Friday afternoons)
Dec 10th	Participants Notified of Acceptance	Oct 4th	Final Monthly Session (Friday afternoon) Program Graduation (Friday evening)

PROGRAM REQUIREMENTS

To qualify for the program an applicant must be:

- Employed full time by an architectural firm in the Austin Area, OR
Employed full time by an AIA Allied Member organizations (up to 5 Allied Members may be admitted each year);
- On a path to licensure or have recently become licensed (may not be applicable for Allied participants);
- In good standing with the American Institute of Architects; and
- Able to commit the time and effort necessary as outlined in this document.



LEADERSHIP
COLLECTIVE

Confidential Application
2019 Leadership Collective Program

- Applications must be neatly typed. Do not use additional pages or attach resumes or other documents.
- Two (2) letters of recommendation are required along with this application.
- Completed application and letters of recommendation are due by midnight on Thursday, November 29th. Please email your application in PDF format to Erika Thompson at erika@aiaaustin.org.
- The application committee will review and determine acceptance to the program. Upon acceptance, an invoice for Program Fees will be emailed to applicant from AIA Austin for payment by applicant or applicant's firm.
- If you have additional questions about the program, please contact Erika Thompson at Erika@aiaaustin.org.

GENERAL INFORMATION

Name (First/Middle Initial/Last)

Email Address

Home Address

Address Line 2

City/State

Zip Code

Preferred phone number

Indicate if this is a home/office or cell #

CURRENT EMPLOYMENT INFORMATION

Present Employer Name

Business Address

Address Line 2

City/State

Zip Code

Type of Business

Number of Employees

Date Employment Began

Present Job Title

Number of Days your work requires you to travel outside of Austin per month

Are you licensed?

Are you pursuing the exam?

Number of Exams Passed

PAST EMPLOYMENT INFORMATION

Please list previous employers in reverse chronological order

Employer (company name + location)

Job Title

Employment Dates: To

Responsibilities

Employer (company name + location)

Job Title

Employment Dates: To

Responsibilities

Employer (company name + location)

Job Title

Employment Dates: To

Responsibilities

EDUCATIONAL BACKGROUND

School/University

Major

Degree

Dates: From To

School/University

Major

Degree

Dates: From To

PROFESSIONAL & OCCUPATIONAL ACTIVITIES

Please list in order of importance up to three architectural, community, civic, professional, business, religious, social, athletic, or other organizations of which you are, or have been a member.

Organization

Dates of Participation

Role / Responsibility

Organization

Dates of Participation

Role / Responsibility

Organization

Dates of Participation

Role / Responsibility

HONORS AND AWARDS

Please list any significant honors, awards, or prizes you have received for professional, academic, or civic achievements.

VIEWS AND OPINIONS

Answer in the space provided. No attachments, please.

1. Watch Simon Sinek's TED Talk on "How Great Leaders Inspire Action." What is your *Why*? *Why* is the purpose, cause or belief that inspires you to do what you do.

2. The mission of the Leadership Collective is to support visionary, diverse leadership for a more sustainable, equitable future in our profession. How do you feel your experiences and participation in the program will help further this mission?

3. What do you hope to gain from participating in the AIA Austin Leadership Collective?

APPLICANT/EMPLOYER AGREEMENT

I fully understand the attendance and tuition requirements for the Leadership Collective program and agree to fulfill those requirements if selected. I am a current member in good standing with the American Institute of Architects and will continue to be a member in good standing for the duration of the program.

Applicant's Signature _____ Date _____

I authorize and encourage the above applicant to participate in AIA Austin's Leadership Collective Program and fully understand the attendance and tuition requirements outlined above.

Signature of Current Employer's Principal _____ Date _____

Printed Name and Title of Principal _____

LETTERS OF RECOMMENDATION

Two letters of recommendation are required and should describe why the applicant has potential as a leader in the architectural profession in Austin and how his/her leadership could benefit the community. One letter should originate from a firm principal and the additional letter should originate from another organization or business. Please send in letters of recommendation as attachments with your application.

Please list reference information below.

FIRST LETTER OF RECOMMENDATION

Firm Principal Reference _____

Name of Employer _____

SECOND LETTER OF RECOMMENDATION

Reference Name _____

Name of Organization or Business _____

SUBMIT COMPLETED APPLICATION AND LETTERS OF RECOMMENDATION BY THURSDAY, NOVEMBER 29th.

Please send application and letters of recommendation to Erika@aiaaustin.org. Applications will be reviewed and each applicant will be notified of the selection results by December 17th.