



LISTEN | LEARN | LEAD

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## What is Leadership Montana?

Leadership Montana exists to develop leaders committed to building a better Montana through knowledge, collaboration, and civility. We are a collaboration of leaders from business, labor, healthcare, higher education, non-profit organizations and government coming together to form a strong partnership for the betterment of Montana. At the heart of the organization is an eight-month program that visits seven different communities across the state. Each three-day session includes a leadership development curriculum customized for Leadership Montana which promotes personal growth and reflection, instruction using our hallmark *Gracious Space*, business tours and presentations from local community leaders to build awareness of state issues, and opportunities for networking and powerful relationship-building with classmates and alumni. Graduates of the program are expected to remain involved with the organization through community and statewide alumni meetings and special events.

## Who has completed this program?

To date, there are nearly 700 graduates of the program representing over 50 communities across the state. Leadership Montana alumni serve in high-ranking positions in businesses, education, government, healthcare, and non-profit organizations and truly are making a difference for Montana. From City Hall to the halls of the Capitol — and in boardrooms and classrooms across the state — our graduates are making communities better by using the skills they have learned in Leadership Montana.

## What are the program dates for the coming year?

The Class of 2023 will visit the following Montana communities, beginning in September 2022:

September 13-16, 2022: Big Sky: Orientation and Retreat

October 17-21, 2022: Butte: Leading at Work

November 14-18, 2022: Bozeman: Leading Teams

January 16-20, 2023: Helena: Leading Through Communication and Conflict

February 20-24, 2023: Havre: Leading Through Change and Building Coalitions

March 20-24, 2023: Miles City: Leading Montana in the Future

April 24-28, 2023: Billings: Final Session

June 1-2, 2023: Helena: Graduation

Participants may need to travel on the day before the session begins depending on originating locale. Hotel room blocks are arranged to accommodate this need.

\*\*Due to high demand for this program, we are considering offering two separate cohorts for the Class of 2023. Should we include an additional tract, accepted applicants may have the option to indicate the tract of their choice. The dates above consider running two tracts.



### **What are the costs?**

Your application must be accompanied by a \$250 fee. If you are accepted to the program, tuition is an additional \$3000 which includes all program materials and most meals during the program. You are responsible for your lodging and travel costs and usually for any alcoholic beverages. Leadership Montana sets aside a room block in each city at a discounted rate. A limited amount of scholarships are available based on need.

### **How do I apply?**

The competitive application process opens in January and ends at the end of March. Please visit our website at [leadershipmontana.org](http://leadershipmontana.org) to submit your application. Please contact our Program Director, Anna Berg, at 406-209-3294 or email [anna@leadershipmontana.org](mailto:anna@leadershipmontana.org) with questions.

### **What is the deadline for applications?**

Applications are due by March 31st.

### **What happens next?**

After the application process closes in March, our Selection Committee will review and deliberate on all applications with a final decision on those selected for the class to be made in May. You will be notified of your status in the program during the first week of June. If you are accepted to the program, you will be asked to sign a Participation Commitment Form that outlines our expectations. The tuition of \$3000 is due by July 31st. Before each class, you will receive additional information about what to expect in that session.

### **What are the expectations if I'm selected?**

Full participation in all sessions is expected and attendance at the Orientation and Retreat at Big Sky is mandatory. Any participant missing more than one session for any reason may be asked to withdraw from the program with no portion of the tuition refunded. Missing any session or portion of a session will detract from the experience for both you and your classmates. For this reason, we also ask that participants strictly limit the use of cell phones during all sessions. We also expect that participants, upon graduation in April, will become involved in our alumni organization and remain a dues-paying member. Dues are \$100 per year.

### **What happens if I'm not selected?**

We limit our class size to 40-44 members to ensure optimal relationship building amongst the participants, and we select class members with an eye to ensuring the highest possible diversity in gender, geography, ethnicity, and work experience, as well as demonstrated investment in leadership and the betterment of Montana. Consequently, we receive more applications than we can accept into the class in a given year. If you are not selected in the year you apply, you may wish to be considered for the following year. We will contact you in January when the next application period opens. You can receive a refund of \$200 of your application fee, or you may hold over your application fee to the following year.



## Leadership Montana and COVID-19

Below is an overview for how COVID risks will be managed and continuously adapted for future sessions. As you all know from leading your own organizations for the past 24 months, these decisions are far from simple. Thank you in advance for your grace, understanding, and flexibility as we work hard to honor your cohort and individual experiences.

Our Priorities: Safety, comfort, respect.

How Decisions Will Be Made: All local and state public health orders will be followed as well as any specific requests of a venue or business where we are holding our events. In addition, our COVID task force (made up of medical professionals, legal experts, business leaders, and our staff) will meet twice monthly to evaluate the need for group practices beyond public health orders.

Upon entry to a LMT classroom, you will be asked if you have any symptoms of COVID-19 and your temperature will be checked. If you register a temperature of 100F or more, you will be asked to sit out of class for 30 minutes and re-test. If your temperature remains high, we will ask you to stay out of class. Don't come if you're sick. Regardless of any circumstances, please do not come to the Session if you have any symptoms of illness (fever, cough, runny nose, etc). Whether it is a common cold or COVID, no one in the class wants you to share it with them.

Recommendations for the upcoming class year:

- Avoid handshakes. Please fight the urge to lead with a handshake when meeting class members or community hosts for the first time. Elbow bumps are a great alternative. This allows a space to respect the wishes of everyone without having to ask their preferences for physical contact before you even know their name.
- Use of outdoor spaces and social distancing. We will be outside as much as possible and do our best to allow for social distancing when the group is inside. If you feel your personal space is too close to someone, you are always welcome to adjust your chair or move to another place by a door or window.
- Communicate your preferences. While it will take a bit of courage, we are asking each individual to state your preferences to your peers. If you want a little more physical distance in a conversation, ask for it. If you want your group to congregate outside, ask to move outside. Personal ownership is a powerful management tool in creating the environment you desire.

Thank you again for being the kind of leaders who seek personal growth and connection at a time when it would be easier not to. We believe it makes for an even more special Leadership Montana cohort, and we are glad you are part of it.