



Inclusion By Design Executive Leadership Program (IBD) Application for Program Year 2022

Inclusion By Design Executive Leadership Program (IBD) is a multi-faceted *executive leadership development program*. The IDB program strives specifically to create a pipeline of competitive, highly skilled leaders - people of color and women - who are prepared to function successfully in an executive assignment.

Applicant Name (Please Print or Type)
Applicant Position Title/Classification SVP ____; VP ____; AVP ____; Director ____; Manager/Supervisor ____ Other _____
Sponsoring Organization/Employer Number of Employees 25 or less ____; 26-50 ____; 51-100 ____; 101-500 ____; 501-1,000 ____; 1,001 or more ____ Location of Organization: _____
Name of Chief Executive Officer (Please Print or Type))
Name of Nominating Executive (Please Print or Type)
Name of Immediate Manager (Please Print or Type)
List your Major Position Responsibilities (Continue on an attachment if needed)
of Years in Current Position / # of Years in a Leadership Position / # of Employees on the Team You Lead _____ / _____ / _____
Applicant Phone and Email Address Work # _____; Mobile # _____ /Email address _____

In 300 words or less, please provide a brief professional biographical sketch. List 3 of your most significant professional accomplishments and 3 of your most significant professional challenges in a leadership role. (Continue on an attachment if needed)

In 100 words or less, please share your career/professional aspirations over the next 5 years (Continue on an attachment if needed)

In 100 words or less, please share how you expect participation in the IBD Executive Leadership Program to benefit your career/professional advancement (Continue on an attachment if needed)

Please list any other leadership development programs in which you have participated (Continue on an attachment if needed)

The Inclusion by Design Executive Leadership Program is structured around six executive leadership sessions, over an eight-month period. If accepted, I agree to fully participate in the IBD program. I will attend 90% of the IBD program sessions and activities and 100% of my executive coaching sessions.

I understand that the Initial/Orientation Session is mandatory. Yes ___ No ___

Please submit your completed IBD application to thornhillsmith@icloud.com asap.

Applicant's Signature and Date

Nominating Executive's Signature and Date

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