

2020 Leadership Academy Information for Prospective Participants

Background: Lawyers are called to be leaders – by the best traditions of the legal profession, by standards of professional responsibility, and by the expectations of the communities in which they work and live. And yet, until recently, there has been little attention given to leadership training for lawyers as they enter the profession and begin to develop the skills necessary for their success.

In an effort to prepare young lawyers for this calling, the NCBA is providing a leadership training program in cooperation with Level Up Leadership. The North Carolina Bar Association Leadership Academy provides leadership training to approximately 16 young lawyers each year, which began with the inaugural class in 2011.

Mission: The mission of the Leadership Academy is to help young lawyers become effective leaders in their communities, including the legal profession, their firms, legal departments or other workplaces, other organizations with which they are associated, their local, state, national or even international communities, and any other environments where lawyers regularly have calls or opportunities for leadership.

General Program Description: The Leadership Academy provides an intensely interactive and participatory leadership training program. The 16-lawyer class size is designed to facilitate interaction and an intimate learning environment. Unlike some other bar-sponsored leadership programs, this program will not emphasize substantive information about the profession or the justice system. Instead, the goals of the program are to help young lawyers to:

- Increase personal self-awareness, including strengths and areas for development;
- Develop and refine leadership skills, including inspiring confidence, creating a clear and compelling vision, building trust, communicating effectively, and enhancing team performance;
- Improve their ability to influence others; and
- Use the leadership skills they learn in order to “make a difference.”

It is expected that graduates of the program not only will have become better leaders, but also will have become better lawyers.

Eligibility for Participation: To be eligible to participate in the 2020 Leadership Academy, you must:

- Be a member of the North Carolina Bar Association and its Young Lawyers Division (*Note: All NCBA members age 36 or under, or in practice for less than three years, are automatically YLD members*);
- Have been admitted to the practice of law for not less than two nor more than 10 years;
- Provide a letter of recommendation from another member of the Bar who knows you well and can vouch for your aptitude and potential for leadership (such as a mentor, supervisor, partner, coworker, colleague, friend, etc.);
- Commit to attend ALL sessions (see schedule below), and obtain the commitment of your employer, if any, to support your participation and attendance (graduation from the program will require attendance at ALL sessions, subject to no more than one excused absence for unanticipated circumstances); and

- Submit your application with all accompanying documents to the NCBA no later than January 17.

Selection Process: Participants will be selected from the eligible applicants, taking into account degree of interest and commitment, aptitude for leadership, and diversity of the class (including diversity in geography, practice environments, personal backgrounds, and experience). Because of the small class size and the anticipated large volume of applications, many well-qualified applicants will not be selected for a given class, but it is hoped that many of them will reapply for subsequent classes in future years. Selection of the 2020 class is expected to be completed by mid-February 2020.

The course of training will be in five sessions as follows, with some activities between sessions that will not involve travel or specific scheduling commitments (times are subject to change):

- **March 6-7**, 9 a.m. on Friday through 2:30 p.m. on Saturday, at the Bar Center in Cary (including meals, overnight accommodations and participation in 4ALL Statewide Service Day as part of the Friday session)
- **April 9**, 9:30 a.m. to 4:30 p.m. at the Bar Center
- **May 7**, 9:30 a.m. to 4:30 p.m. at the Bar Center
- **June 2**, 10 a.m. to 4 p.m. (various locations in downtown Raleigh)
- **June 25-27**, NCBA Annual Meeting in Charlotte (Thursday and Friday night accommodations to be provided) Recognition on Thursday evening during the Awards Dinner

Tuition and Expenses: Tuition is \$700, which is payable prior to the first session and is nonrefundable. Note that the tuition covers only a small portion of the costs of the program; tuition for similar programs typically costs significantly more. Financial aid up to 50% will be available to young lawyers practicing in the legal aid, nonprofit or public sectors upon appropriate documentation showing that the lawyer otherwise would be unable to participate.

Tuition includes all program materials, meals during program sessions, dinner and overnight accommodations after the first session, and two nights for the NCBA Annual Meeting. Participants are responsible for their own transportation to and from sessions and any meals and overnight accommodations other than those specifically covered.

Application Deadline: January 17, 2020. Application forms can be downloaded from the NCBA website, and may be submitted by email, mail, overnight courier or in person, so long as they and accompanying materials are actually RECEIVED by the deadline.

Further Information: For further information, contact Samantha Currin, NCBA Executive Assistant (scurrin@ncbar.org; phone 919-657-1551) or visit the NCBA website at www.ncbar.org.

2020 Leadership Academy Application

Applicant Information: Please print or type legibly. Must be submitted no later than January 17.

Full Name: _____

Address: _____

Email Address: _____

Work Phone: _____ Cell Phone: _____

Year First Admitted to Law Practice: _____ NCBA Member No. _____

Firm/Employer: _____

Position: _____ Practice Area: _____

- I have discussed with my firm/employer my interest in participating in the Leadership Academy, including the expectation that I will attend every session, and my firm/employer has expressed its/his/her support for my participation and has agreed to my absence from work in order to attend all sessions. (If not applicable, please provide explanation on a separate attachment.)

Optional information to assist in achieving a diverse class: (See fact sheet for age eligibility criteria.)

Age: _____ Gender: _____ Race/Ethnicity: _____

Résumé: Please attach a résumé (no more than one page) that includes your educational background, work history, professional and civic activities, and other information that would be helpful in demonstrating your aptitude and potential for leadership.

Personal Statement: Please attach a brief written statement (no more than one typewritten page (12 point type) in total, preferably half a page) describing (a) why you believe you should be selected to participate in the Leadership Academy and (b) what you expect to gain from your participation.

Letter of Recommendation: Please attach a letter of recommendation from another member of the North Carolina Bar who knows you well (a mentor, supervisor, colleague, coworker or friend, for example), addressing your aptitude and potential for leadership.

Request for Financial Assistance: If you would like to participate in the Leadership Academy but cannot afford to pay the required tuition without financial assistance, please attach a brief written statement to that effect, with such information about your particular situation and financial need as you deem appropriate to support your request for financial assistance. You may be asked to provide additional information or documentation. It is anticipated that financial assistance up to 50% will be generally limited to lawyers practicing in the legal aid, nonprofit and public sectors.

Certification: I hereby apply for admission to the 2020 Leadership Academy. To the best of my knowledge, all information provided in this application and the attachments is true and correct. I have reviewed the schedule of the sessions for the 2020 Leadership Academy, commit to attend each and every session, and understand that my failure to do so (subject to no more than one excused absence for circumstances not now anticipated) will result in my being dropped from the program.

Signature of Applicant: _____ Date: _____

The completed and signed application, together with all attachments, must be submitted no later than January 17. Email to Samantha Currin at scurrin@ncbar.org or mail to Samantha Currin, Executive Assistant, North Carolina Bar Association, 8000 Weston Parkway, Cary, NC 27513.