**Frequently Asked Questions 2027**

LEADERSHIP COEUR D'ALENE

**What is the purpose of the program?**

- To identify citizens of the area who have demonstrated the potential for leadership to provide information which will develop knowledge and understanding of our community, its complexities, and its potential.
- To create an opportunity for participants to meet and exchange ideas with current community/area leaders.
- To motivate participants to pursue leadership roles in the community.
- To provide participants an opportunity to network and discuss issues in an informal learning environment.

**Will this program help me develop my leadership skills?**

Leadership Coeur d'Alene is a program meant to grow leaders through networking and in-depth learning. This program does not have specific leadership training, though each session does include question and answer opportunities with very influential leaders in our community. We encourage participants to read the session documents, including the speaker bios, before the day so that you can get the most out of their time with you. If you are looking for specific leadership training, we recommend seeking certifications through leadership development schools or programs.

**Will this program help me learn more about organizations where I can volunteer and share my time, treasures, and talent?**

Absolutely. Once per month, you will spend an entire business day learning about the ins and outs of our current community, where we've come from, and where we're going as a community.

**If I don't get selected, can I reapply next year?**

Please do! The interview panel will make note of your consecutive application. Though it does not guarantee a seat, it is a welcome sign that you are still interested in the program.

**What makes this program so special?**

Through the forty years of this program, many classes have found great professional and personal fellowship through the relationships they have made in this program. These fellowship opportunities are not during each session but are during socials they plan afterwards as well as their engagement in the community through nonprofit give-back efforts as classes.

**What will I learn about if I am accepted to this program?**

A summary of each session and it's purpose is available in the application packet. We encourage you to read what you will learn for each session.

**I hear there are officer positions. How are those selected?**

Each class, during the setting the stage day, will vote for their officers. Each class is asked to elect a President, Vice President, Secretary, Treasurer, Historian / Yearbook (2-3 people), and Social Chairs (2).The President role also attends monthly committee meetings of the larger Leadership Coeur d'Alene and continues on that committee in the subsequent years after.

**How flexible is the schedule?**

The schedule is not flexible. The dates are set far ahead of time, and by accepting a seat in the program, you are agreeing that you understand and have made accommodations to make each session.

**What happens if I miss a session?**

The program dates are provided during the application process so participants can plan accordingly. We understand that unexpected circumstances can arise, which is why Leadership CDA follows a **three-strikes-you're-out attendance policy**. Participants may miss up to two sessions during the program year. Following a participant's **first absence**, Leadership CDA staff will communicate directly with the participant to discuss the absence and reinforce attendance expectations. Following a **second absence**, both the participant and their employer/supervisor will be notified that another absence will result in removal from the program. A **third absence** will result in removal from the program and the participant will not graduate with their class.

**My work gets busy unexpectedly. What if I need to miss a session because of it?**

As part of the application process, you are confirming that your employer and management team are aware of the program schedule and support your participation. Because the dates are communicated well in advance, participants and employers are expected to plan around Leadership CDA session dates whenever possible. The three-strikes-you're-out attendance policy includes work situations.

**How long is each session?**

Each session should be expected to start about 7am and go solidly through 5pm. Given the advance notice of schedule, we ask that you make accommodations ahead of time so that you are fully present each session.

**I thought this was a one-year program. Why do I need to commit for two years?**

Leadership Coeur d'Alene is a volunteer run program with assistance from the Coeur d'Alene Regional Chamber of Commerce staff. To produce this program, it is planned by the prior year's class. Your first year in the class is as an active class participant, and then at the retreat in January following your year of sessions, you will be volunteering for at least one of the planning sessions for next year. The second year of service is intermittent and only during that session's planning events. If you would like to plan more than one, your commitment is valued and we look forward to your contributions. ***If you are the class president***, your membership automatically enrolls you into the ongoing monthly planning committee from there forward.

**Besides attending monthly sessions, is there anything else expected of me in the program? (i.e. planning a fundraiser, attending business hours, social time with classmates, etc.)**

As noted above, the program itself is a full year commitment as well as a partial subsequent year commitment. Though not mandatory, the most successful classes have participated in social gatherings as well as volunteer engagements. We encourage you to consider committing to these efforts not only for your own professional development and networking, but for your personal commitment to our special community as well.

**Is my program fee refundable if I move out of the area and/or can no longer participate in the program? What if I change jobs?**

The program fee is not refundable once submitted.

**How much does it cost?**

$1,250

**Is it refundable if I change jobs?**

The program fee is not refundable once submitted. The tuition paid is for your seat for your own person, not your company. If you change jobs, and would like to continue in the program, we ask that your new company join the chamber if financially possible, though it is not mandatory in order for you to continue in your year of Leadership sessions.

**Are there scholarships available for small businesses or single owner businesses? If my employer can't pay my fee, is there financial assistance available?**

Leadership Coeur d'Alene is a highly competitive program with a cost of $1,250 per person. There are also two discounted non-profit seats at a cost of $850, and one scholarship seat for qualifying participants chosen to receive the Toni Sayler scholarship (see below for additional qualifying factors). Payment must be made in full upon acceptance prior to the orientation meeting called Ice Breaker in early March. All tuition is final upon payment and cannot be refunded for any reason.

**How do I qualify for the Toni Sayler Scholarship?**

This scholarship is awarded to an individual who will learn and benefit professionally and personally from the knowledge, relationships, resources and skills learned over the course of a year, to give back to this exceptional community. Candidates must:

- Commit the energy and time required to participate.
- Member of the Coeur d'Alene Regional Chamber of Commerce and reside in the Coeur d'Alene regional area.
- The Toni Sayler Scholarship is intended to support individuals serving our community through nonprofit work, self-employment, or ownership of a small business with five or fewer employees. Applicants must meet one of these qualifications to be considered.

**Does my company have to be a chamber member for me to be accepted to the leadership program?**

Yes. Leadership Coeur d'Alene applicants must be active chamber members at the time of application and acceptance.

**What does my program fee cover?**

Program fee confirms your seat in the limited seats of the upcoming class, in addition to all breakfast, snacks, and lunch during the daily sessions. Meeting space, rental fees, class binder and materials are all included in this program. In addition, a professional headshot is provided and at the end of the year you will receive a yearbook.

**What are the attendance requirements?**

Leadership CDA is a highly competitive program, and attendance is essential to receiving the full benefit of the experience. The program is built around shared learning, relationship-building, community immersion, and cohort engagement, all of which depend on participant presence. See question above regarding the three-strikes-you're-out attendance policy.

**Employer Support and Notifications**

Leadership CDA strongly encourages participants to engage their employer before applying. Upon acceptance into the program, Leadership CDA will provide a communication to the participant's supervisor confirming the participant's acceptance, outlining the program schedule, and reviewing program expectations, including the attendance policy. Supervisors will be notified if a participant reaches a **second absence**, ensuring there is clear communication and an opportunity to support the participant's successful completion of the program.

**Do I need my own transportation?**

Session participants are expected to travel to the sessions in their own vehicles or through carpool with another attendee. Most sessions are in multiple geographic areas throughout town, so there is some travel throughout the day and you may or may not be provided group transportation, depending on the session, so please plan to use your own vehicle or plan carpooling as necessary.

**How quickly will I know if I was/wasn't accepted?**

Decisions are made within one business week of the interviews.

**What are some tips for making the most of my experience?**

What you put into the program is generally what you will get out. We have found that those who are active participants tend to create lasting relationships, empower themselves through community involvement, and find a passion for service above self leadership.

**I have a dietary restriction or a disability, what accommodations can be made for me?**

While we do try to accommodate the best that we can when we order food, our limited budget allows for breakfast, lunch, snacks and beverages for all. We encourage all participants to also bring any specific snack or food items they need if they would like additional options.