



# Leadership Academy Application

The goal of the Northwest Ohio REALTORS® Leadership Academy is to build a network of community and industry leaders who can enhance their problem-solving skills and other leadership abilities through shared perspectives and working together.

Through this program, we will identify emerging REALTOR® leaders, motivate them and sharpen their leadership skills. In return, we expect them to exert a strong, positive influence on the future of our profession and community.

## Objectives

- Develop leadership skills to be used personally and professionally throughout the community and association.
- Develop future leaders for Northwest Ohio REALTORS® including involvement on Committees, attendance at events and RPAC investment.
- Improve team building and communication skills to develop a more effective leader.
- Increase involvement in the local community and local government.

**Candidate Criteria** – The 2024-2025 Leadership Academy will be limited to 14 participants to encourage maximum participation. The selection committee will attempt to balance participants according to a variety of factors including, but not limited to business experience, community service and interest commitment.

- Be a REALTOR® member of Northwest Ohio REALTORS® in good standing for a minimum of one year (from the date of application).
- Have a sincere commitment, motivation, and interest to serve the community and industry at Northwest Ohio REALTORS®.
- Be interested in and intend to seek positions on boards, committees or key leadership roles in the community, industry organization and Northwest Ohio REALTORS®.
- Be willing to commit the time and energy required to complete the program.

## Tuition

- Tuition for the program is \$500 which includes training sessions, meals, and instruction materials. Participants will be reimbursed \$200 if they attend all sessions.
- **Attendance at all programs and assigned pre-work is mandatory.** Those who fail to attend may be asked to withdraw, with no refund of tuition.

## Attendance

- Attendance at all programs is mandatory. Those who fail to attend may be asked to withdraw, with no refund of tuition.
- Arriving more than one hour late or departing more than one hour early will be considered the same as missing an entire day and can result in dismissal from the program.
- Full participation is expected with no cell phones in use during sessions.

## Application Process

- Complete each section in full. **Only complete applications will be considered.**
- A minimum of one Letter of Recommendation must be included with the application.
- Applications should be submitted to [megan@nworealtors.com](mailto:megan@nworealtors.com) by June 14<sup>th</sup>.
- Candidate Interviews may be held the week of June 24<sup>th</sup>.
- Applicants must be full dues-paying members in good standing at Northwest Ohio REALTORS®.
- Class participants must maintain their membership in Northwest Ohio REALTORS®.
- All applicants will be notified of the Selection Committee's Decision by July 5<sup>th</sup>.
- Tuition must be paid in full by August 9<sup>th</sup>.

## Session Information – Attendance at All Sessions Is Mandatory

### **Pre-Work**

**NAR's REALTORS® Excelling in Association Leadership (REAL)** – The online course provides an overview of real estate issues and trends, enhance leadership skills, meeting management, governing documents and policies, legal and regulatory activities, and visioning, planning, and budgeting.

**NAR's Fairhaven: A Fair Housing Simulation** – Fairhaven is an interactive online simulation training in which agents confront discrimination in real estate transactions from the point of view of both agent and client.

**Team Building Session (September 11<sup>th</sup> 4:00 PM – 7:00 PM)** - The initial session will provide Leadership Academy candidates with the opportunity to meet and start to get to know each other. Participants will participate in an escape room challenge at Escape Game Experience, followed by the opportunity to network with the Session 1 Facilitator and members of the Board of Directors.

*Session Take-A-Way – New Friends and excitement for the upcoming sessions.*

**Getting to Know You (September 12<sup>th</sup> 9:00 AM – 4:00 PM)** - The program will consist of icebreaker exercises, DISC assessment, and evaluation of personal leadership styles and follow up.

*Speaker – Marilou Butcher Roth, Marilou Butcher Roth, REALTOR and Professional Business Coach*

*Session Take-A-Way – Better understanding of your leadership style and how to work with other leadership styles more effectively.*

**Association Engagement: Why & How to Get Involved (October 9<sup>th</sup> 9:00 AM – 12:00 PM)** – The session will cover the structure of the Local, State and National Association, how you can become involved and more importantly WHY you should get involved.

*Speaker – Megan Foos, Chief Executive Officer Northwest Ohio REALTORS® and NOR Board Members and Committee Chairs.*

*Session Take-A-Way – A better understanding of the Association and the ability to lead more productive meetings.*

**Leadership 200 (October 28<sup>th</sup> 9:00 – 12:00 AM)** - The NAR Leadership Course will address Association Leadership, the relationship between staff and volunteers, participation in meetings and how to build consensus.

*Speaker – Adorna Carrol, DSA, CRB, ABR, SRS, GRI, SRES and Broker/Owner of Realty 3 of CT*

*Session Take-A-Way – Stronger leadership skills and confidence in your role as a leader.*

**Local Politics (November 19<sup>th</sup> 9:00 AM – 12:00 PM)** – During this session we will introduce you to local REALTOR® Elected Officials, the REALTOR® party and the relationship between the REALTOR® Party, local government, and your real estate business.

*Speaker – Brian Dicken, Vice President of Advocacy and Public Policy at the Toledo Regional Chamber of Commerce,*

*Session Take a Way – Better understanding of the issues affecting our local community and the importance of being involved.*

**Communication/Public Speaking (December 11<sup>th</sup> 9:00 AM - 4:00 PM)** – Communication and public speaking skills are crucial to today's leader. This program is designed to teach effective ways to communicate your message clearly to a wide variety of audiences.

*Speaker – Chrys Peterson, News Anchor and Public Speaking Consultant*

*Session Take a Way - Increased public speaking skills and a powerful "elevator" speech.*

**Legal Issues (January 9<sup>th</sup> 1:00 PM – 4:15 PM)** – The seminar will update you on state and federal regulatory issues, legal issues including license law updates, recent cases and industry trends designed to reduce your risk and potentially increase your earnings.

*Speaker – Ohio Realtors Attorney*

*Session Take-A-Way – 3 hours of Core Law CE and information to protect your business.*

**Diversity and Inclusion (February 6<sup>th</sup> 9:00 AM – 4:00 PM)** – In the morning, participants will travel to the Ability Center of Greater Toledo where they will participate in the Disability Awareness Experience for REALTORS®. In the afternoon, participants will dig deeper into the conversation of Diversity, Equity, and Inclusion and Fair Housing and what it means in our community.

*Speakers – Ability Center of Greater Toledo and Toledo Fair Housing Center*

*Session Take a Way – Ability to better serve the disability community, foster trust, expand their client base and enhance their reputation for inclusivity and respect for civil rights. A better understanding of the impact a zip code has on potential health outcomes.*

**Ohio REALTORS® & Statehouse Tour (March 6<sup>th</sup> 7:30 AM – 6:00 PM)** – Round trip transportation will be provided to Columbus, where participants will visit the Ohio REALTORS® headquarters and enjoy lunch and presentations from OR Staff. Afterward you will have a tour of the Statehouse and meet with local legislators.

*Speaker – Ohio REALTORS® Staff*

*Session Take a Way – New insight into the State Association*

**Graduation Luncheon (March 25<sup>th</sup> 11:30 AM – 1:30 PM)** – Participants will celebrate the completion of the Leadership Academy with a luncheon at Coopers Hawk Winery.

## Section A – Identification

Name: \_\_\_\_\_

Is NOR your primary REALTOR® Board? Yes  No

Secondary Board Membership: \_\_\_\_\_

Primary Contact Phone: \_\_\_\_\_ Email: \_\_\_\_\_

License date: \_\_\_\_\_

Present Firm: \_\_\_\_\_

Position: \_\_\_\_\_ From: \_\_\_\_\_

Previous Firm: \_\_\_\_\_

Position: \_\_\_\_\_ From: \_\_\_\_\_

Please list any Professional Designations you hold: \_\_\_\_\_

Why are you interested in participating in the Leadership Academy and what specific skills, knowledge, and benefits do you hope to gain from your participation in the Leadership Academy?

Tell us a little bit about yourself including why you chose real estate as a profession.

## Section B – Community Involvement

List any participation with other professional associations/organizations (*It's ok if you aren't involved yet. The Leadership Academy will provide you with the tools and resources you need to become involved.*):

Name of Association	Position Held – Assignments	Dates of Participation
_____	_____	_____
_____	_____	_____
_____	_____	_____

Describe your community, civic, political, governmental, athletic, social, or other areas of active participation:

Name of Association	Position Held – Assignments	Dates of Participation
_____	_____	_____
_____	_____	_____
_____	_____	_____

What Northwest Ohio REALTORS® activities/committees have you participated in? If you have not yet had the opportunity to become actively involved, how would you like to become involved?

What skills and knowledge do you bring into the program that can be shared with the other participants?

## Section C – TERMS AND CONDITIONS OF ENROLLMENT

- I understand that participation in the Leadership Academy classes is interactive and requires the attendance of every student for all students to receive the full experience of the program.
- I know that attendance is a very important part of this program, and I am expected to attend all sessions. I acknowledge that Attendance at all programs is mandatory and if I fail to attend, I may be asked to withdraw, with no refund of tuition.
- I understand the total tuition cost is \$500 (\$200 will be funded after completion of all sessions).
  - The remaining balance will be due by August 9, 2024
- I certify that the answers I have provided in this application are true and correct.
- I have included at least one Letter of Recommendation with my application.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_