



Leadership Academy Application

The Northwest Ohio REALTORS® Leadership Academy aims to cultivate a network of community and industry leaders who can enhance their problem-solving and leadership skills through collaboration and diverse perspectives.

This program will identify emerging REALTOR® leaders, inspire them, and refine their leadership abilities. In return, we expect them to make a meaningful, positive impact on the future of both our profession and community.

Objectives:

- Cultivate leadership skills applicable both personally and professionally within the community and association.
- Identify and develop future leaders for Northwest Ohio REALTORS®, encouraging participation in committees, events, and RPAC investments.
- Enhance team building and communication skills to foster more effective leadership.
- Promote greater involvement in the local community and government.

Candidate Criteria:

The 2026-2027 Leadership Academy will be limited to 14 participants to ensure active engagement and meaningful participation. The selection committee will consider various factors, including but not limited to business experience, community service, and level of commitment.

- Must be a REALTOR® member of Northwest Ohio REALTORS® in good standing for at least one year from the date of application.
- Must demonstrate genuine commitment, motivation, and interest in serving both the community and the industry through Northwest Ohio REALTORS®.
- Must have an interest in seeking positions on boards, committees, or other leadership roles within the community, industry organizations, and Northwest Ohio REALTORS®.
- Must be willing to dedicate the time and energy required to successfully complete the program.

Tuition:

- The program tuition is \$500, which covers training sessions, meals, and instructional materials. Participants who attend all sessions will receive a \$200 refund.
- Attendance at all sessions and completion of assigned pre-work are mandatory. Failure to attend may result in withdrawal from the program, with no refund of tuition.

Attendance:

- Attendance at all sessions is mandatory. Failure to attend may result in withdrawal from the program, with no refund of tuition.
- Arriving more than one hour late or leaving more than one hour early will be treated as an absence for the entire session and may lead to dismissal from the program.
- Full participation is expected, with no use of cell phones during sessions.

Application Process:

- Complete all sections of the application in full; only complete applications will be considered.
- A minimum of one Letter of Recommendation must be submitted with your application.
- Submit applications via the NOR Website by May 16th.
- Applicants must be full dues-paying members in good standing with Northwest Ohio REALTORS®.
- Participants must maintain their membership in Northwest Ohio REALTORS® throughout the program.
- All applicants will be notified of the Selection Committee's decision by June 30th.
- Tuition must be paid in full by July 17th.

Session Information – Attendance at All Sessions Is Mandatory

Pre-Work

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.

Kick Off (September 9th 3:00 PM – 6:00 PM) - Participants will engage in a team-based escape room experience followed by a networking opportunity with the session facilitator and members of the Board of Directors and Leadership Academy Alumni.

Session Takeaway - Participants will strengthen teamwork and problem-solving skills while building meaningful connections.

Getting to Know You (September 10th 9:00 AM – 4:00 PM) - This session will include interactive activities, a DISC assessment, and an exploration of individual leadership styles, with a focus on self-awareness and continued personal development.

Speaker - Marilou Butcher Roth, Marilou Butcher Roth, REALTOR and Professional Business Coach

Session Takeaway - A deeper understanding of individual leadership style and strategies for working more effectively with others.

Diversity and Inclusion (October 6th 9:00 AM – 12:00 PM) – Participants will engage with the Fair Housing Center to explore important topics related to Fair Housing, as well as Diversity, Equity, and Inclusion. Through discussion and real-world context, this session will highlight the impact of fair housing practices within our community, including how factors like zip code can significantly influence health outcomes and access to opportunity.

Speakers – The Fair Housing Center

Session Takeaway – A deeper understanding of the role REALTORS® play in promoting equitable access to housing and fostering more inclusive communities.

Aspirational Leadership (October 28th 9:00 AM– 12:00 PM) – This session is designed to challenge participants to think beyond traditional leadership models and embrace a more purposeful, forward-thinking approach. Through engaging discussion and practical insights, participants will explore how to lead with intention, align personal values with professional goals, and inspire others through vision and authenticity.

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

Session Takeaway – Identify unique leadership styles and tools to elevate influence within organizations, the real estate industry, and the communities they serve.

Local Politics (November 19th 9:00 AM – 12:00 PM) – In this session, participants will be introduced to local REALTOR® elected officials and learn about key local and state issues impacting REALTORS® and the broader real estate market.

Speaker – Brian Dicken, Vice President of Advocacy and Public Policy at the Toledo Regional Chamber of Commerce and Andrew Huffman, Vice President of Legislative Affairs at Ohio Realtors.

Session Takeaway – A better understanding of how policy decisions influence real estate and the importance of active involvement.

Communication/Public Speaking (December 10th 9:00 AM - 4:00 PM) – Effective communication and public speaking are essential skills for today's leaders. This program is designed to teach participants how to deliver messages clearly and confidently to diverse audiences.

Speaker – Chrys Peterson, News Anchor and Public Speaking Consultant

Session Take a Way - Enhanced public speaking skills and a compelling "elevator" pitch.

Legal Issues (January 13th 1:00 PM – 4:15 PM) – This session will provide updates on state and federal regulations, legal issues including license law changes, recent cases, and industry trends aimed at reducing participant's risks and potentially increasing their earnings.

Speakers – Todd Book, Vice President, Legal Service & Business Development at Ohio Realtors and Stephen McCoy, Vice President, Legal & Regulatory Affairs at Ohio Realtors

Session Takeaway – 3 hours of Core Law CE and valuable insights to help protect their business.

Ohio Division of Real Estate OREC Meeting and Statehouse Tour (February 3rd 7:30 AM – 6:00 PM) – The session will include attending an Ohio Division of Real Estate (OREC) meeting, providing insight into current issues, rulemaking, and professional standards at the state level. Participants will also take part in a guided tour of the Ohio Statehouse, offering a behind-the-scenes look at the legislative process and the role of government in shaping real estate policy.

Session Takeaway – A deeper understanding of the regulatory and legislative landscape impacting the real estate industry in Ohio.

Association Engagement: Why & How to Get Involved (February 25th 9:00 AM – 12:00 PM) – In this session, participants will engage in meaningful conversations with members of the Board of Directors to gain insight into their unique leadership journeys, challenges, and successes. Through an interactive panel-style discussion, participants will learn how association leadership functions, including the role of the Board of Directors in representing members, setting strategic direction, and guiding the organization, while staff carry out day-to-day operations. Key concepts such as governance, fiduciary responsibilities, and opportunities for member involvement will be explored

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

Session Takeaway – A better understanding of how to grow as leaders and make a meaningful impact within the association and community.

Community Service Project - As part of the Leadership Academy experience, participants will collaborate on a community service project that spans the duration of the program. This initiative will be fully participant-driven, with class members taking the lead in identifying a need, planning the project, organizing resources, and implementing their vision. Through this process, participants will gain hands-on experience in leadership, teamwork, project management, and community engagement.

Session Takeaway - A meaningful and lasting impact on the community while showcasing the collective leadership and initiative of the participants.

Graduation Speeches and Luncheon (March 10th 9:00 AM – 1:30 PM) As a culminating component of the Leadership Academy, participants will present a speech to the Board of Directors. During this presentation, participants will reflect on their experiences throughout the program, share key takeaways, and highlight both personal and professional growth. Following the presentations, participants' achievements will be celebrated with a graduation luncheon.

Session Takeaway – Celebrate the accomplishments of the participants and an opportunity to showcase the impact of the program.

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).
- 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: _____