



# Leadership Lafayette Class XXXVIII

## Application Packet - 2025

### Program Overview

We live in complex and challenging times. Amid the opportunities of an ever-changing civic landscape, leadership has never mattered more. Participants selected for the 2025 Leadership Lafayette program can expect a dynamic experience through an integrated, experiential community leadership program framed around local challenges. These shared experiences transform individuals into a network of leaders to shape our community's future.

The Leadership Lafayette experience is not a starting point for leadership development, but rather a process for leaders to refine and enhance their commitment to our community. Following graduation, participants will join the Leadership Institute of Acadiana's network of nearly 1,000 local alumni.

### Application Process

Selection of participants is based on information provided on the application. Please allow ample time for the following steps:

1. Read through the full application and dedicate time to respond to the essay questions.
2. Download the commitment statement. Review the policies, sign, and get your employer's signature. Full support from your employer is a program requirement.
3. If applicable, complete the tuition assistance request form.
4. Submit your completed online application. Pay the \$30 application fee via credit card to complete the application.
5. *Optional:* Schedule a 15-minute call with the program director to discuss any questions or concerns you may have about the process, or attend one of our webinars or coaching sessions.

### Selections Considerations

If you are an established or emerging leader who wants to gain a deeper understanding of the Lafayette region, explore collaborative civic leadership, and build connections across sectors, you may be a great fit for Leadership Lafayette. We welcome applicants from all backgrounds, industries, and sectors. Candidates **must** have full support of the business or organization they represent.

Typically, LIA receives more applications than can be accommodated. A committee made up of Leadership Lafayette alumni will select a cohort of approximately 35 leaders who demonstrate a commitment to Lafayette and are driven to positively transform the region. The committee seeks to create a diverse, dynamic, and well-balanced class, with an emphasis on broad representation of sectors, occupations, generations, racial/ethnic/cultural backgrounds, geographic residence, and community interests.



## Tuition

Tuition for the 2025 program year is \$2,500 per participant and covers all program costs and materials, including meals, lodging, and other costs associated with programming. **Tuition is non-refundable** and is payable in full at time of acceptance unless other arrangements are coordinated with the program director.

## Tuition Assistance

LIA has a tuition assistance fund available to those who demonstrate financial need. Requests for tuition assistance must be submitted by Friday, November 15, 2024, at 5:00PM, along with the application. No tuition assistance requests will be accepted after the application deadline.

Requests for assistance will be kept confidential. Tuition assistance requests and applications for admission to the Class of 2025 are considered independently.

## Participant Expectations

Leadership Lafayette has become a community institution and boasts many of this area's most distinguished leaders as graduates. If selected, you can expect an exciting year that exposes you to some of our community's biggest assets, most daunting challenges, and most interesting people.

- Participants should bring an open mind, a commitment to serving Acadiana, and a willingness to listen and learn, regardless of any potential conflicting perspectives.
- Participants are asked to contribute to discussions and to allow others the opportunity to contribute. Leadership Lafayette is not a standardized program—each class will undergo a unique experience. Participants should be ready to engage, build camaraderie with classmates, and to embrace new perspectives in a professional manner.
- Any disciplinary issues or inappropriate behavior (disrespect to fellow classmates or presenters, prohibited use of communication devices, excessive tardiness, absenteeism, misrepresentation of program values, etc.) during the program period will be addressed with the candidate by the Leadership Lafayette Chair(s) and reported accordingly. Subsequent issues can result in dismissal by the Leadership Institute of Acadiana Executive Committee. At the discretion of the Executive Committee, the candidate may be removed, without reimbursement, from the program.
- Respectful interaction with presenters and invited guests is an essential part of the Leadership experience. Therefore, there is a strict no cell phone policy during class time. Class members may use their cell phones and other communication devices during breaks and other designated times to be determined by day chairs, etc.

## Participant Attendance and Participation

Attendance is crucial for class members to have a successful year. To recognize the value and to preserve the integrity of the totality of the Leadership Lafayette experience, **graduation is contingent upon participation.**



- Participants must commit to attend the opening retreat and all scheduled class days. A full list of specific dates is listed under the commitment agreement. Failure to attend class days without a valid reason shall be considered by the Executive Committee as cause to be eliminated from the program.
- Attendance at the opening retreat is mandatory. **Failure to attend any portion of the opening retreat for any reason, will disqualify a member from participating in the class.**

The Leadership Institute of Acadiana Executive Committee reserves the right to make graduation decisions contingent upon the candidate fulfilling all the program requirements. This includes, but is not limited to, attendance, team exercises, homework, class participation, and demeanor.



## Commitment Agreement

I understand and acknowledge the purpose and commitment of Leadership Lafayette. To graduate from the program, attendance and participation is required for the following:

- **Orientation:** Tuesday, January 28, 2025
- **LIA Annual Meeting:** February 11, 2025
- **Two-day Opening Retreat:** February 23-24, 2025 (overnight in Loranger, LA)
- 8 full-day sessions, generally from 8:00 am to 5:00 pm unless otherwise noted:

Friday, March 14, 2025	Friday, July 11, 2025
Friday, April 18, 2025	Friday, August 15, 2025
Wednesday, May 7, 2025 (Baton Rouge, LA)	Friday, September 12, 2025
Friday, June 6, 2025	Friday, October 3, 2025

- **Closing Retreat:** Friday, October 24, 2025 (full day in or around Lafayette)
- **Graduation:** Wednesday, November 5, 2025

If selected, I understand the commitment of time and participation:

- I have read and understand the program expectations, attendance, and participation policy.
- I have discussed with my employer and they are in full support of my participation.
- I understand that if I fail to meet any part of the obligation of participating, I will be removed from the program with no portion of my tuition refunded.

If selected, I understand the financial commitment:

- I understand that program tuition is **\$2,500** and that after the opening retreat, **no portion of the tuition is refundable.**
- I understand that the balance of tuition is due no later than **February 23, 2025.**

I certify that the information in this application is true and correct to the best of my knowledge. I understand the above commitment and agree to be bound by it in signing this application.

**Applicant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## Employer Consent

This candidate has my full support to participate in Leadership Lafayette. I am aware of the time commitment for successful participation, as well as the financial obligation incurred, either on part of the participant, our organization, or a third party. I understand that after the opening retreat, no portion of the tuition is refundable.

- Yes, I am willing to assist with the cost of my employee's tuition in the amount of: \_\_\_\_\_
- No, I am unable to assist with the cost of my employee's tuition at this time.

**Employer Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_