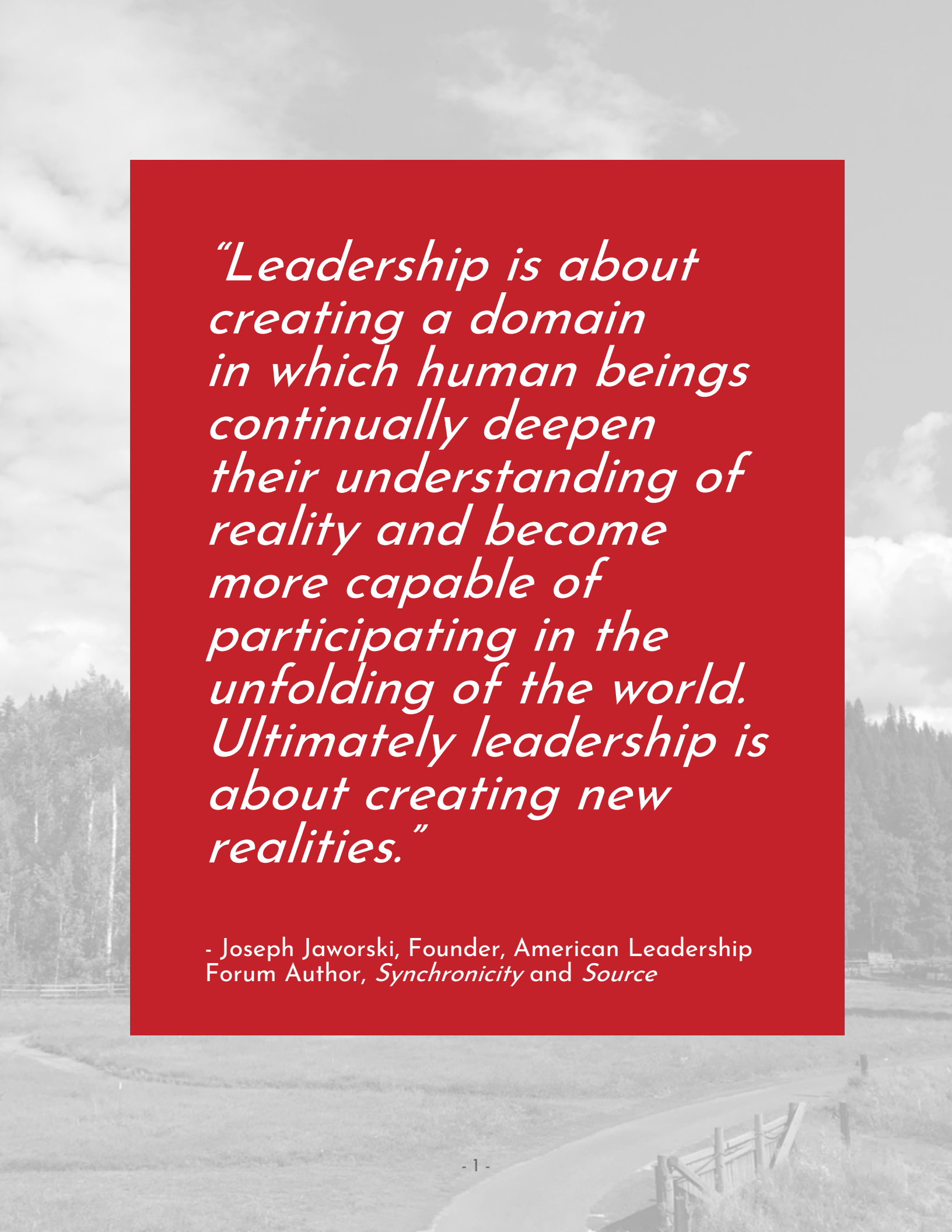




AMERICAN LEADERSHIP FORUM

TACOMA/PIERCE COUNTY

**2023-2024
FELLOWS PROGRAM
NOMINATION PROCESS**



“Leadership is about creating a domain in which human beings continually deepen their understanding of reality and become more capable of participating in the unfolding of the world. Ultimately leadership is about creating new realities.”

- Joseph Jaworski, Founder, American Leadership Forum Author, *Synchronicity* and *Source*

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LETTER FROM THE EXECUTIVE DIRECTOR

The past three plus years have been overwhelming. For most, this unprecedented period has been filled with disruption in our work, personal lives, and social networks, resulting in a world that looks and feels very different than it used to. The pace of this change has left most of us, as leaders, feeling like we have been forced to drink from a fire hose, with barely time for a breath, as we have tried to manage the immeasurable number of adaptive challenges we have been called to lead. The only certainty seems to be uncertainty. We have heard from so many graduates of the program that their leadership capacity has been stretched beyond limits and the pace of all of this change is leading to burnout and disengagement across our community. Let's face it, leadership is lonely at times.

How does ALF work with leaders to come out of these difficult times better than we entered them? How do we work to hold the center when all the signals and messaging say that we should be fractured and moving apart? ALF prepares Fellows to lead during times of disequilibrium on a communal, national, and global scale. The program develops skills to engage in dialogue with a spirit of curiosity and empathetic listening, to imagine and develop a community that is inclusive of all people, and to know that slowing down and caring for one another, despite our differences, is precisely how we build strong, connected, and caring communities and organizations.

Leadership has changed since ALF's first class in 1989. Today's leaders are not just in the corporate sector. They are from all sectors, races, ethnicities, ages, gender and gender identities, sexual orientation, and religious and political affiliations. The Fellows Program prepares leaders to face highly adaptive challenges that require the power of introspection, a willingness to collaborate, an understanding of the systems that are impacting the well-being of all, and an openness to personal growth. The ALF curriculum instills practices and principles that will stretch participants both emotionally and cognitively. Sure, you will develop new leadership skills. Most important, you will learn how to not just decide what you need to do but will learn to sit in the discomfort of who you want to be, first.

ALF is for the curious. And the courageous. So be prepared to be a little uncomfortable. We hope you will lean in and join us.



Beth Boggs, Executive Director, Class XX



“WE NEED A LANGUAGE THAT BRINGS US TOGETHER ABOUT THE DEEPEST THINGS WE CARE ABOUT RATHER THAN PUSHING US APART”

- Joseph Jaworski, Founder
American Leadership Forum

American Leadership Forum (ALF) was founded in 1980 in Houston by Joseph Jaworski, who left his successful law practice to address what he increasingly saw as a crisis of leadership throughout the country. He envisioned an organization dedicated to bringing together diverse leaders from multiple sectors in communities across the country to explore their personal leadership capacity, build deep trust among the group to help each leader get beyond the devaluing prejudices that we all hold, and discover new possibilities.

The ALF Tacoma/Pierce County Chapter was formed by local leaders in 1989 who recognized that building leadership and collaboration is an ongoing need, both nationally and in Tacoma/Pierce County. We fulfill this need through a year-long Fellows Program in which leaders can engage in dialogue, differ, and build relationships.

Although other leadership programs exist locally and regionally, these programs are primarily focused on training leaders in business skills or other areas and do not focus on cross-sector leadership and personal development. The ALF Tacoma/Pierce County Fellows Program brings together influential leaders - from private, non-profit, and public sectors - to explore their shared humanity, broaden their systems thinking lens, and deepen their capacity to weave and leverage networks for good.

Graduates of the program - Senior Fellows - share a common understanding of, dedication to, and capacity for, leading with the best version of themselves and as networked leaders ready to lean-in and get issues solved in their places of work and in the broader community. ALF's impact on the community springs from this engaged, vibrant, evolving, and active network of leaders who, through the course of their life and work, inspire their colleagues to community action.

OUR MISSION:

TO JOIN AND STRENGTHEN A DIVERSE COMMUNITY OF LEADERS IN PIERCE COUNTY TO BETTER SERVE THE PUBLIC GOOD.

THE FELLOWS PROGRAM EXPERIENCE

The ALF Fellows Program provides a year-long training program for 20-25 diverse, influential leaders from the community. Our signature Fellows Program curriculum is built upon the following ALF National cornerstones:

- Weaving a network of leaders dedicated to nurturing relationships across a diversity of backgrounds, beliefs, and practices.
- Designing spaces for leaders to engage in self-reflection and build trust across differences as a spark for personal growth and development.
- Creating space for conversations that encourage leaders to eliminate absolute thinking and practice curiosity.
- Highlighting how our global connectedness and influence can create possibilities for personal, organizational and community change.
- Working together to co-create a just and equitable society through the exploration of historical inequities.
- Inspiring leaders and their networks to be catalysts for creating a community in which all people have the ability to thrive.

Over the course of the Fellows experience, the class journeys together to reach outside of their professional networks to explore stories and strategies that raise our collective human consciousness, deepen empathy, and expand our ability to see, feel, and lead in this new paradigm.



CONNECT

Building our individual capacity to create change through relationships with diverse others.

→ WHO AM I?

INSPIRE

Building strength through inclusion and diversity of perspectives in order to generate opportunities for change.

→ WHO AM I WITH YOU?

TRANSFORM

Collaborating to generate new possibilities in service to creating meaningful and lasting community change.

→ WHO ARE WE TOGETHER?

WHAT IS THE ALF FELLOWS PROGRAM?

CLASS XXXI PROGRAM SCHEDULE

2024

Thursday, June 6 *	Orientation (1/2 day/Welcome Reception) June 6
Friday, June 7 *	Full Day June 7
Friday, June 21 *	Orientation Continued / 7-Minute Stories
Friday, July 12	Nonviolent Communication
Friday, August 16	Adaptive Leadership/Peer Consulting Methodology
Sunday, September 15 - Friday, September 20 *	Wilderness Community Building Week <i>(overnight)</i>
Thursday, October 10	Wilderness Photo Party Dinner
Friday, October 11	Community Building Week Development
Friday, November 15	Systems Exploration and Liberatory Consciousness
Friday, December 6	Community Models for Change

2025

Friday, January 10 - Saturday, January 11 *	Taking Stock Retreat <i>(overnight)</i>
Friday, February 7	Taking Stock Impact - Community Expansion
Friday, March 7	Collaborative Leadership
Friday, April 4	Civic and Community Engagement
Friday, May 2 *	Stand & Deliver
Saturday, May 3 *	Commencement Brunch <i>(Guests invited)</i>

**Mandatory Class Session
Typical class days run 7:45 a.m. - 4:30 p.m.*

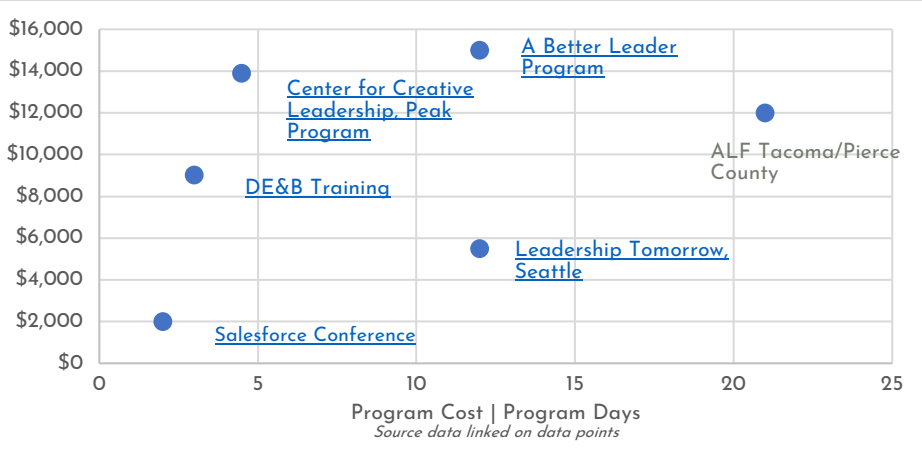
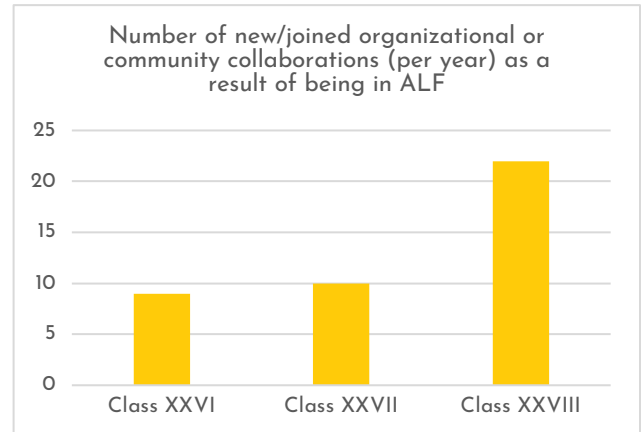
WHY ALF?

What makes ALF unique? What makes ALF valuable?

NETWORK BUILDING

ALF Fellows classes serve as a long-lasting community of influential leaders who learn about their personal leadership stances and deepen their understanding of people whose life-experiences may be different than their own. Fellows create deep relationships to lean on for personal and professional support and develop partnerships to co-create collaborative solutions to adaptive challenges in their work and community.

The ALF Tacoma/Pierce County Senior Fellows Network is over 600 strong and growing. The ALF National Senior Fellows Network has over 5,000 graduates. Connect and collaborate with other leaders instantly over shared foundational ALF principles and knowledge.



PRICE VALUE

The ALF Fellows Program has 21 full program days, inclusive of a six-day residential Wilderness Retreat and a two-day residential Taking Stock Retreat.

By comparison, many organizations send employees to trade conferences, leadership trainings, and DEI workshops that cost \$2,500 -- \$15,000 (or more) for only two to three days, not inclusive of airfare and lodging.

PERSONAL VS. GROUP GROWTH

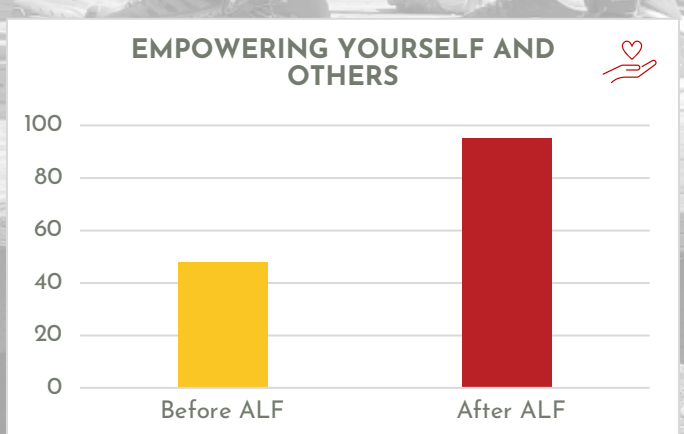
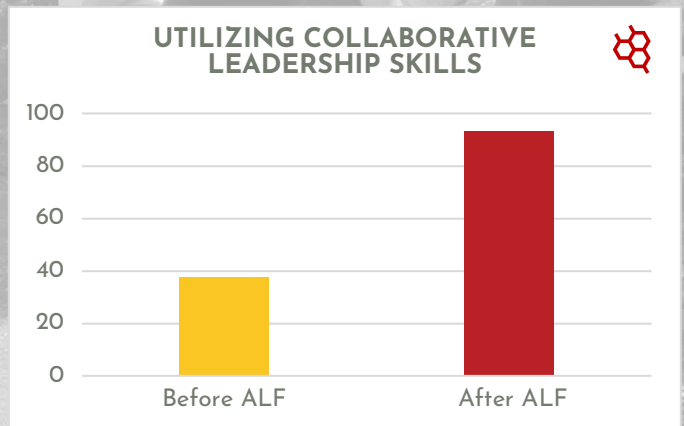
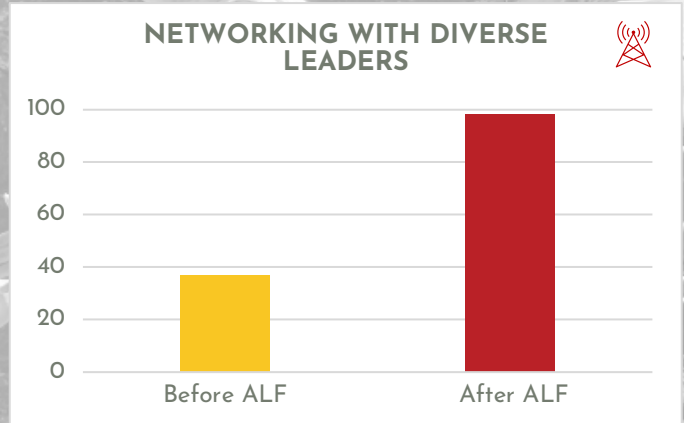
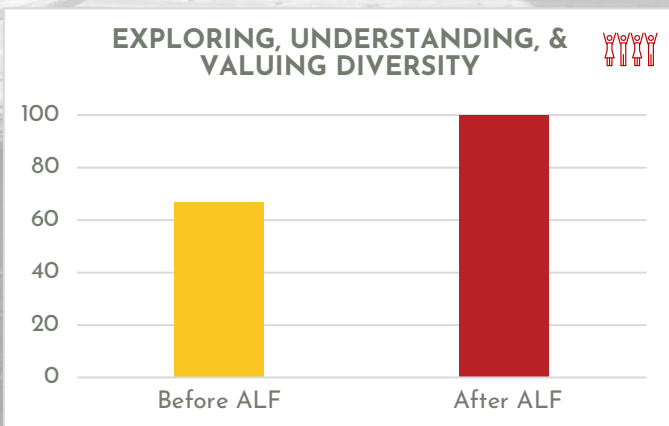
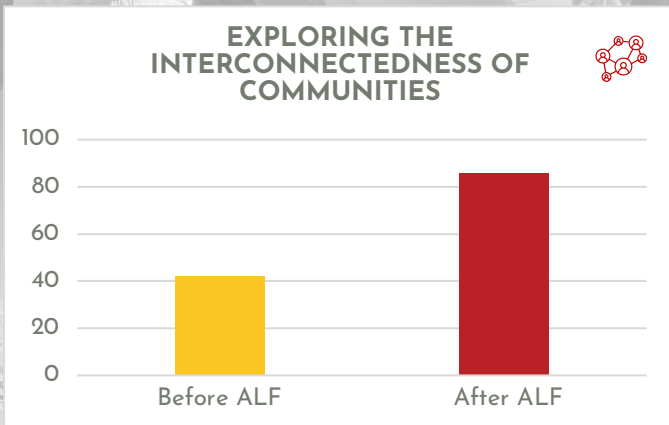
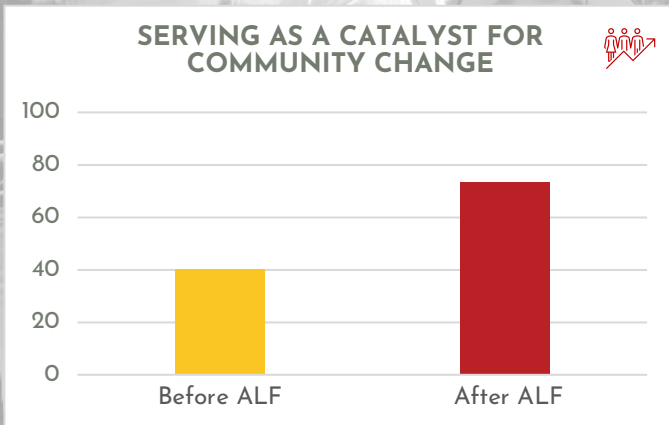
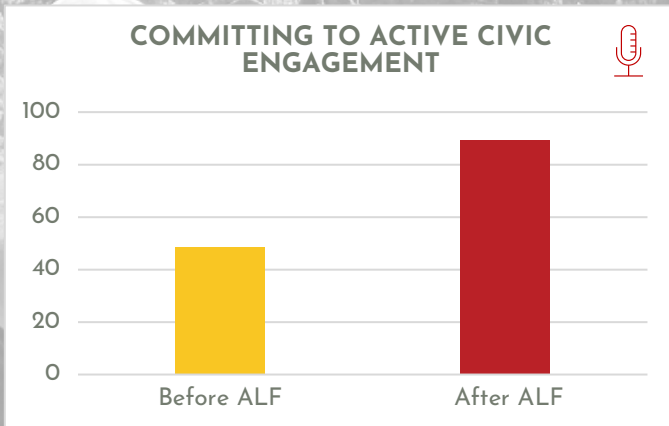
The ALF Fellows year will exercise Fellows muscles through radical discomfort to build stronger bridges with a diverse network. Participants will develop skills to address 21st century challenges and increase their understanding of, and care for, people of all sectors, races, ethnicities, religions, political affiliations, gender and gender identities, sexual orientations, and ages.

Throughout the year of experiential and emergent learning, Fellows will develop skills and knowledge in collaborative leadership, diversity, equity, inclusion and belonging, adaptive leadership, consensus building, conflict resolution, understanding differences, difficult conversations, and negotiation. ALF's highly skilled and sought after facilitation team push the boundaries of personal and professional growth expanding Fellow's capacity to lead in service to their organizations and teams. Fellows will develop authentic relationships with new leaders and organizations. Individually and collectively, they will co-create new images of the future to foster enhanced awareness of pressing personal, professional, local, and regional issues. The networks created are powerful in creating personal, organizational, and community change with access to a local network of 600+ graduates and 5,000+ national graduates.

CLASS XXVI-XXVIII PROGRAMMATIC IMPACT

AVERAGED ACROSS CLASS XXVI - XXVIII

Percentage of class rating themselves as **VERY STRONG** in the area **BEFORE** and **AFTER** the Fellows Program



WHAT IS THE ALF FELLOWS PROGRAM? **BECOMING A FELLOW**

The board appointed ALF Selection Committee annually selects 20-25 leaders that have been nominated by the network of graduates to participate in the next Fellows Class. More than just selecting individuals, the ALF Selection Committee strives to form a class that represents the rich diversity of the Tacoma/Pierce County community. **Nominations are received from fifteen different sectors** - arts, community activist, corporate, criminal justice/law, education, entrepreneur, environmental, healthcare, labor, media, military, nonprofit, politics and government, professional, and religion. **In addition, classes are balanced** for age, sexual minority status, sex, gender-identity, ethnicity, race, geographic representation throughout Pierce County, and religious and political affiliation.

The Selection Committee focuses on nominees who:

- have demonstrated a capacity for leadership in their chosen fields and the community
- exhibit interest and concern for the future of the community
- reflect the highest levels of integrity, energy, creativity and commitment in service to the community
- represent Tacoma/Pierce County's diversity (physical ability, racial, gender identity, age, ethnic, geographical, sexual orientation, occupational, religious and political)
- have a willingness to learn about and collaborate with people whose culture, background and life experiences may be different from their own
- have a willingness to share their authentic selves and contribute to and learn from the experience of others
- desire to examine their personal leadership stance and future leadership in the community as a result of increased collaboration with local leaders

Each year the Board appointed Selection Committee is tasked with the difficult process of **selecting 20-25 leaders from a poll of approximately 95 - 115 nominees.**

It is not unusual for a candidate to not be selected their first year in the pool due to the rolling nomination pool and the balance ALF strives for in seating classes. **Nominations remain active in the nomination pool for three consecutive years.** Senior Fellow nominators are more than welcome to renew a nomination for an additional three years if a nominee is not selected during one of the first three years.

ALF is committed to remaining a needs-blind organization. **The Selection Committee is unaware of a nominee's financial capacity when selecting a class.**

FEBRUARY 1 - OCTOBER 1

SENIOR FELLOW submits a nomination form and bio/resume of new nominee

**Nomination form available on ALF website*

OCTOBER

*NEW NOMINEE submits a Statement of Interest (SOI) form**

RETURNING NOMINEE edits/confirms previously submitted SOI form

**SOI's emailed to nominees from ALF office*

OCTOBER - JANUARY

SELECTION COMMITTEE meets to read and review every nomination packet

In January, the class is finalized, selection letters are mailed, and the class is announced.

WHAT IS THE ALF FELLOWS PROGRAM?
BECOMING A FELLOW

HOW TO BE PART OF THE EXPERIENCE IF SELECTED...

TUITION

\$12,000 is the full cost of the program for the one-year program. \$1,500 is the required minimum personal contribution to be paid or pledged at the time of acceptance. Monthly or quarterly installments over time are an option.

\$10,500 is the remaining cost of the program to be paid or pledged by March 31st after acceptance. We ask those selected, and/or their employer, to look for ways to cover as much of the remaining cost of the program as possible. Monthly or quarterly installments over time are an option.

Scholarships are available for portions of the cost for those unable to fully fund their participation thanks to the loyal support of our foundation partners, board, and Senior Fellow (graduates) annual donations.

Financial capacity should never be a factor in declining an invitation to participate.

ATTENDANCE

Fellows are expected to attend all class sessions. The experiential learning nature of the program requires all Fellows are present.

ALF may decide to exit a Fellow from the program should they miss two classes. Please secure dates on your calendar to attend all scheduled sessions.

Historically, classes have honored the needs of a Fellow who misses a session because of unique and unavoidable circumstance.

The primary source of value in the ALF Fellows Program is the commitment of each Fellow to each other. We as an organization deeply invest in the care and development of these Fellows and therefore must ask for your complete presence, commitment, and participation throughout the Fellows year.

HOSTING SESSIONS

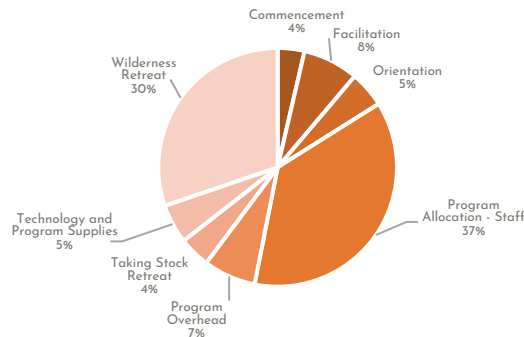
Fellows will be invited to host the class sessions throughout the year at your place of work, community meeting space, or any other convening area in your sphere of influence. This is an opportunity to "bring your classmates to work" and provide some insight into your company and/or your world.

Additionally, every Fellow will be invited to host breakfast, lunch, and beverages at one of these sessions as a way to build community. ALF will provide a list for reference of local vendors that are familiar with the program.

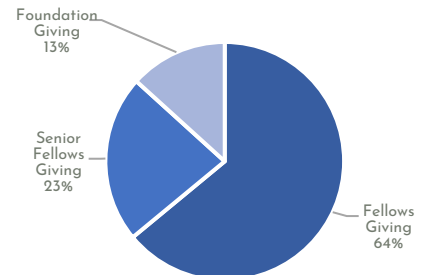
The average cost of food/ beverage hosting ranges from \$50 - \$250 per session, depending on vendor choice and specific food/beverage responsibility. Buddies are encouraged to pair up to share costs.

NOTE: The actual cost of the Fellows Program is \$13,900 per participant. It is thanks to the incredible generosity of Senior Fellows and Corporations/Foundation that ALF is able to cap tuition for participants at \$12,000 and provide scholarship support.

PROJECTED 2023-24 FELLOWS PROGRAM EXPENSES



PROJECTED 2023-24 FELLOWS PROGRAM INCOME



BECOMING A SENIOR FELLOW



At your final class session, you will complete the first part of your ALF journey and begin another. Senior Fellows are graduates of the ALF experience and are part of a network unlike any other. The Tacoma/Pierce County ALF network is now over 600 strong and growing. Being a Senior Fellow comes with incredible opportunity, as well as responsibility to each other, the network, and Pierce County community.

SENIOR FELLOW OPPORTUNITIES

CONTINUING EDUCATION

Continue your learning by attending some of the many graduate events.

Offerings include:

- Annual Retreat
- Peer Consulting Evenings
- ALF@Night Deep Dives
- First Friday Breakfasts
- Table for Eight Dinners
- Continuing Education Days



ONLINE DIRECTORY

Once you graduate, you will have access to the online directory to search for ALF TPC Senior Fellows contact information and areas of interest. We encourage you to regularly use the network to solve issues and keep your own contact information up to date.



AMBASSADOR PROGRAM

This program creates warm introductions to relationship and active engagement between recently graduated Senior Fellows and the Senior Fellows Network. Connect with an ambassador or sign up to become a future ambassador yourself.



AFFINITY GROUPS

Affinity groups come together around a common interest or goal. Joining an affinity group is a great way to build your network and find like-minded Senior Fellows who want to have deep dialogues and find solutions to challenges in our communities and beyond.



BOARD & COMMITTEE SERVICE

Join the ALF leadership team and serve on the ALF Board or one of the following active committees:

- Fellows Program
- Senior Fellows Program
- Selection
- Finance
- Fund Development



DONATE ANNUALLY

The generosity of Senior Fellows donations and Foundation support allow ALF to provide an average of \$187,000 in scholarships every year to incoming Fellows. Help future Fellows on their ALF journey by donating as a Senior Fellow.



"There's always growth to be had in leadership. ALF offered me the experience of collaborating with some of the best in their field. The best part for me was the diversity in the group; discussing various topics and hearing so many perspectives on that topic expanded my world view."

- ALF Class XXVI Member

"ALF gave me a safe space to explore growth. I am a leader in so many spaces of my life that I don't have a lot of space to experiment or be fully vulnerable. I really valued this space to explore among fellow leaders who weren't looking to me for the answers."

- ALF Class XXVII Member

"ALF provided me with 20+ mirrors to better see myself. The openness and vulnerability of my classmates inspired introspection and the courage to practice growth in front of my peers."

- ALF Class XXVIII Member



AMERICAN LEADERSHIP FORUM OF TACOMA/PIERCE COUNTY

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