

## Leadership Ohio FAQ

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Below is a list of Frequently Asked Questions (FAQ) designed to help inform you about our program. Please don't hesitate to reach out to [lisaduty@leadershipohio.org](mailto:lisaduty@leadershipohio.org) if you have a question that isn't included on the list or if additional information is needed.

### **When was Leadership Ohio founded?**

We're Ohio's first and most prestigious statewide leadership development program. We were founded in 1992 and graduated our first class (Class I) in 1994.

### **What is Leadership Ohio's mission?**

Leadership Ohio cultivates experiences that elevate leaders' knowledge, perspective, and connections from a community to a state-wide level. Success in our mission creates a unifying movement of diverse, connected leaders who make Ohio the best state to live and work.

### **What's the difference between "leader" and "leadership" development, and which of these forms the foundation of the Leadership Ohio program?**

There is a distinction between "leader" and "leadership" development. Aspects of human and social capital are central to this distinction in programming. D.V. Day (2000) asserts that leader development emphasizes human capital – the skills and abilities of individuals associated with formal leadership roles. Our program does not focus on traditional training for leadership skills, on leadership "styles," or teach through traditional texts.

Leadership development instead focuses on resources that are embedded in relationships – bearing more resemblance to social capital. Day notes, "The primary emphasis in leadership development is on building and using interpersonal competence." Interpersonal competence has two distinct skill sets: (a) social awareness which includes empathy, political awareness, and service orientation and (b) social skills, which includes the ability to collaborate, manage conflict, and catalyze change.

### **What are some of the benefits of participation?**

You won't find a more [rewarding opportunity](#) to explore how you will contribute to a more promising future for Ohio, our democracy, your organization and/or your community. Fellows will:

- Meet and interact with some of the most influential business, community, and elected officials in the state;
- Explore challenges and opportunities facing Ohio and its people;
- Network with other leaders who are interested in making Ohio the best place to live and work, and,
- Discover new inspiration: begin to shape how you will impact your world in the future.

Leadership Ohio is a [great cohort of people](#) and a resource akin to a think-tank - it's a great way to expand mindsets, aspirations, and goals. We understand the profound impact of friendships that bridge geographies, sectors, and socioeconomic backgrounds and believe there is reward in working together both in the center and on the edges of systems.

### **How does Leadership Ohio benefit employers?**

Citizens engaged in their communities are vital, not just because engagement fosters trust in public institutions and legitimacy in public processes, but also because it is correlated to a strong educational system, a competitive workforce, and a dynamic economy.

Community engagement, simply put, is good for business. A growing body of evidence, including corporate responsibility studies by the Federal Reserve, academics, and the private sector (including a year-long study by DeLoitte) supports this statement and suggests a clear correlation between robust economies and an engaged citizenry.

Individual businesses and their employees can profit from more active civic engagement as well, experiencing better business development and higher employee retention, and companies reviewing resumes respond more favorably to individuals who serve or volunteer.

The common thread is participation in and building of one's community. At Leadership Ohio it means improving the quality of life, making a difference, and developing the combination of knowledge, skills, values, trust, and motivation among people to give back and take action together across our great state.

*“Leadership Ohio alumni are well suited to university hospitals and are thriving as leaders in our organization. They are more curious, savvy, action-oriented and importantly, more inclusive. It is this combination—along with the ability to bridge the*

*gap across diverse views—that enable Leadership Ohio alums to make a difference for our customers & the communities about which we deeply care.”*  
- Claudia Kraly, Director of Operations, University Hospitals

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*“Through our partnership, we send employees to Leadership Ohio every year and they return to us with a new outlook and ambition that makes them more effective and more impactful in their work as a result. I see how their participation in Leadership Ohio helps them collaborate with others on a new level and builds their networks. Our company uniquely benefits from our connection to the Leadership Ohio community.”*  
- Tracie Campbell, Marketing and Advertising, AEP Ohio

### **Who should participate in the program?**

Our Fellows represent all regions in Ohio. They are a diverse body of top talent that are a part of various professions, backgrounds, experiences, and generations. The program seeks:

- Senior level leaders with significant achievements in career, community, or civic spheres and select high-potential individuals;
- Individuals with both an authentic concern and optimism about the future of Ohio and a personal commitment to help shape that future, and,
- Individuals with a willingness to commit the time and energy necessary to complete the program and achieve ***their own idea of program success***.

### **What are the top traits of individuals who make for effective Fellows? What can you tell me about them?**

- They battle their own sense of entitlement
- They leave their egos at the door
- They embrace progress over perfection
- They take accountability for their own learning
- They discourage self-censorship and do not shame or disincentivize dialogue across differences; they believe disagreement is no reason to stop talking with one another.

### **How is the program content designed?**

The program curriculum is designed to provide Fellows with a survey view of multiple Ohio cities and regions, and key issues at play in these locales that may also reverberate across Ohio.

Given that the cohort meets for 1.5 days per month for eight months, it should go without saying that the program is pitched for a high level view of cities or regions, with brief but critical excursions into many issues of the day. Fellows should expect to perform their own inquiries around the issues that interest them the most, reach out to learn more from guest panelists, etc. While for most, 1.5 days of uninterrupted learning, reflection, and networking per month across eight months is a privilege, it is also true that we have a finite amount of time together and must be realistic about what we can learn and accomplish together.

### **What are some examples of activities Fellows may experience?**

- Panel discussions with transformational actors on relevant local and statewide issues
- Briefings and Q & A with elected officials (i.e. Mayor, Ohio legislator, U.S. congressman/congresswoman, Secretary of State, Ohio Supreme Court Chief Justice, etc.)
- Breakout discussion groups of Fellows sharing insights, questions, and how they might leverage new knowledge in their personal or professional work
- Tours, performances, other experiences (i.e. Personal tour of Good Year Blimp Air Hangar with a pilot or spending the afternoon inside the Ohio Women's Reformatory with the Warden and residents)
- Team building/bonding events, volunteerism, etc.
- Alumni events that continue building and reinforcing the LO statewide network

### **Can you provide some examples of topics addressed in session?**

In 2023 topics included (for example) manufacturing, human trafficking, opioid addiction, agriculture, restored citizenship, civil discourse, urban renewal, small towns, gerrymandering, the biennial budget, and countless others.

### **What should I expect in terms of discourse?**

It is no secret that we are living in a highly polarized and divisive era. Individuals that become a part of Leadership Ohio are expected to rise above these times. Psychological flexibility is everything.

> Watch this [brief video](#)

Fellows should expect and help to build [civil discourse](#) that encourages viewpoint diversity. Fellows should not self-censor nor shame or disincentivize dialogue across differences. Continual reflection and self-evaluation regarding personal alignment with

values of humility, open-mindedness, curiosity, respect for all viewpoints, authenticity and grace are essential.

**Is Leadership Ohio a Diversity, Equity, and Inclusion (DEI) leadership program?**

No. Further, the Leadership Ohio program does not provide training on DEI and although issues related to racial and social justice are sometimes included explicitly in session foci, we estimate about 25% of the experience to be explicitly focused therein.

Organizations, guest speakers, and Fellows will represent a diversity of viewpoints, and will be in different places in their own learning and in their work on racial and social justice. Collectively we trust that people are showing up where they are with as much as they have to give, and we believe that this is worth celebrating.

**Who “teaches” in these programs?**

The LO program is delivered through facilitators guiding exchanges and Q & A between panels, guest speakers, etc. and Fellows. LO employs multiple facilitators across the program year.

It is important to note that current Fellows do not facilitate, teach, select, or influence the curriculum or experience - including if/when LO visits their city or region.

**What kind of diploma will I receive upon graduation?**

Fellows who meet all the requirements receive a Commendation from the Governor and Lieutenant Governor of Ohio testifying to their accomplishment. LO also provides certificates of completion and issues participant assessments at the sole request of employers.

**What is the cost of tuition?**

Tuition is \$5,900. We do not currently offer financial assistance or scholarships. About 75% of Fellows' tuition is paid by their employer, and 25% pay tuition themselves. Sometimes employers and Fellows split the cost.

Please note that tuition covers the cost of the program and some meals. Participants may anticipate additional costs of ~\$1,600 for hotels, mileage, parking, and meals like breakfast (if not included in your hotel rate), etc. This is an average only; the figure may increase or decrease depending on your location in the state, whether or not you elect to drive in the day-of, carpool, share rooms, elect five star vs. four star accommodations, etc.

**Is there an application fee?**

The application fee for 2024 is \$100.00. It is non-refundable and non-applicable to tuition.

**How many individuals are chosen to be Fellows each year?**

LO will limit class size to approximately 35 Fellows. Because we have limited seats, we ask anyone applying to be 100% committed to the Leadership Ohio experience.

**What is the application process?**

To become a member of Leadership Ohio, an individual who is a resident of Ohio and at least 18 years of age must first be nominated. Once nominated, an individual may be invited to apply. A limited number of applicants are accepted into each class of Leadership Ohio.

**How are applicants selected? Will I receive feedback?**

Applicants are selected and admitted in the spirit of forming a diverse and dynamic class where a diversity of viewpoints are encouraged, and seating is limited. Selection is at the discretion of staff and/or Trustees. Leadership Ohio does not provide feedback on applications or candidacies and all application materials are held in confidence.

**Is financial assistance and/or scholarships available?**

We do not offer financial assistance and/or scholarships at this time.

**Is a payment plan available?**

No fee, 0% interest payment plans are available on a limited basis. Early application is encouraged.

**What is the deadline to apply?**

Applications received on or before December 31, 2023 will be given priority review on a rolling basis and are eligible for early admission. All applications must be submitted by March 4, 2023. Individuals who apply during the later phase have a higher probability of being waitlisted if selected.

**When does the cohort meet in 2024?**

The draft 2024 calendar is posted below:

April 19-20 (Friday 9am - Saturday 3pm) | Opening Retreat - Newark OH

May 17-18 (Friday 9am - Saturday 1pm) | Canton & Akron

June 21-22 (Friday 9am - Saturday 1pm) | TBD

July 19-20 (Friday 9am - Saturday 1pm) | TBD

August 16-17 (Friday 9am - Saturday 4pm) | Columbus/Capital Session & Homecoming

September 20-21 (Friday 9am - Saturday 1pm) | Sandusky

October 18-19 (Friday 9am - Saturday 1pm) | Southeast, OH/Appalachia

November 15-16 (Friday 9am - Saturday 4pm) | Marysville & Graduation @ Columbus

### **How much time is involved?**

Outside of the monthly program sessions, Fellows should expect to spend about an hour reading articles, watching videos, etc. provided by LO in preparation for sessions. Time spent on team building/bonding will vary with an average of about two-three hours per month.

### **Are sessions in person, virtual, or both?**

At present Leadership Ohio programming is conducted in person. Regarding Covid-19, we are committed to adhering to state and community policies and guidelines and will also make our own determinations related to health and safety. Leadership Ohio reserves the right to adjust its operations to be in-person or virtual, and accordingly, admitted Fellows must commit to be adaptable. We do not and will not offer any hybrid sessions, meaning the entire class will meet either in-person OR virtually, but not both at the same time. In any format, tuition remains the same.

### **How important is attendance?**

Attendance is extremely important. Everyone who is selected for LO is extremely busy – but full participation in sessions is required. However, we do realize that a previously planned vacation, wedding, staff retreat or similar is unavoidable and thus excusable. If you have any concerns regarding dates or attendance, please reach out to [lisaduty@leadershipohio.org](mailto:lisaduty@leadershipohio.org) to discuss. Admitted Fellows should expect to be 100% engaged in sessions and should block dates/times on their calendars. We do not want to miss out on Fellows' unique contributions. The incredible synergy that is created when a diverse body of individuals grow together in a common experience is invaluable.

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