

**CONFIDENTIAL APPLICATION  
2022**

# ADVANCED LEADERSHIP PROGRAM



## BACKGROUND

In the current social and industrial environment, the need for architect-leaders has become paramount and increasingly important. Professional education is too tightly leveraged to provide this type of development amidst an already difficult and robust program of work and study, leaving professionals to learn and to succeed or fail on their own. This is a design problem that has been addressed through the advocacy and guidance of the professional society. AIA Dallas has embraced this challenge and been recognized nationally for their innovation and leadership in this area. The series of AIA Dallas' leadership programs is presented as a focused response to this situation.

## THE PROGRAM

The Advanced Leadership Program is designed for select project/program managers. The program is valuable for mid-level managers making transitions to increased responsibility, coordinating and influencing multiple groups and a wide range of resources.

The program investigates key factors influencing leadership effectiveness and development. The program focuses on successful leadership in a complex enterprise, including problem-solving, communication, conflict management, decision-making, influencing in complex environments, and sustaining effective team and professional ethics. It is ideal for experienced architect/leaders making transitions into increased responsibilities, and for senior members of firms seeking enhancement of their leadership capabilities.

The program is designed in the spirit of practicality and utility, and places great emphasis on the immediate applicability of the knowledge to the participant's work effort. Each session will include foundations of leadership, special topics and small group interactive and dialogue-centered explorations. Participants will be encouraged to reflect on personal and professional skills. Successful completion of the program will give each participant the awareness and ability to be critically self-reflective and make honest appraisal of their effectiveness. Additionally, participants will be able to devise strategies to positively influence their work groups and constituencies.

Successful participants will develop a personal leadership development plan that directly addresses individual and group needs and will substantially impact their organization through their enhanced skills and abilities. Each participant will also be asked to complete a personal project to impact their firm and/or their community, in cooperation with another participant.

Note: To encourage firm collaboration and diversity, the AIA Dallas Advanced Leadership Program limits enrollment to a maximum of two participants per firm. If interested, please complete this application per the instructions below.

## INSTRUCTIONS

The following are imperative for an applicant's acceptance:

- Application should be neatly printed or typed.
- Completed application is due by noon, Monday, December 13, 2021.
- Upon receipt of applications, the selection committee will promptly begin the review and selection process. Late submissions will not be considered.
- Admission to the program is based on the applicant meeting all criteria. Please note that preference will be given to current AIA Dallas architect/associate/allied members.
- All applicants will be notified of the decision by December 17, 2021. Invoices for program fees will be sent to all selected applicants who may choose to forward to their sponsoring firms.

## **PROGRAM DELIVERY**

- All sessions will be held virtually.
- Preliminary Work: completion of inventories and self-assessments. Company profiles. Interviews.
- Introductory Program: extensive seminar establishing and fortifying the participant's established knowledge on leadership and basic strategies of influencing professionals and organizations.
- Five half-day seminars held monthly to extend knowledge and allow for application of knowledge at firm and a final summary session to report on progress.
- Project: groups of two participants will collaborate on a project to benefit the community and/or their firm.
- Individual problem-resolution assistance upon request.

## **CONTINUING EDUCATION CREDITS**

Assuming 100% attendance, participants who are AIA members may receive up to 32 CEU's upon completion of the program.

## **OUTSIDE CLASS ACTIVITIES**

- Review online programs (AIA Dallas - aecKnowledge/LCAP)
- Complete self-assessment inventories (360, Conflict, FIRO, MBTI)
- Engage in organizational environmental scanning process
- Present plans to class and sponsors
- Complete Personal and Professional Development Plan
- Complete project to benefit their firm and/or their community

## **INSTRUCTOR**

Peter A. DeLisle, PhD, Hon. TxA, will lead the foundation sessions and the small group discussions. Pete is a professor of Human Behavior, principal with Educet, and founder of the Leadership Design Studio in collaboration with AIA Dallas.

## **TUITION**

A tuition fee of \$2,950\* shall be paid no later than the date of the program introduction (January 21, 2022). Tuition is non-refundable one week after the first session. Late payment of the tuition forfeits the participant's candidacy which will be offered to the first qualified alternate.

*\*Tuition for non-AIA member is \$3,450. \**

## **TUITION WAIVER REQUEST**

Waivers for tuition are available for non-profit sponsors/firms. Requests may be awarded on a case-by-case basis.

*\*Sponsoring firm:* if applicable, please submit proof of non-profit status along with this completed application.

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

Application due by noon on December 13, 2021

GENERAL INFORMATION:

First Name:		Last Name:		Preferred Name for Nametag:	
Preferred Mailing Address: <input type="checkbox"/> Business <input type="checkbox"/> Home					
City:		State:	Zip:	Home Phone:	Cell Phone:
E-mail:		Office Phone:		AIA Dallas Member: <input type="checkbox"/> Architect <input type="checkbox"/> Associate <input type="checkbox"/> Allied <input type="checkbox"/> No	
Date of Birth:		<input type="checkbox"/> Male <input type="checkbox"/> Female		Person with Disability: <input type="checkbox"/> Yes <input type="checkbox"/> No	

EMPLOYMENT:

Total number of years of experience in the Architecture or Design field:
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Current Employer:					
Title or Responsibility:				Length of Time with Employer:	
Business Address:			City:	State:	Zip:
Number of Employees: <input type="checkbox"/> More than 250 employees <input type="checkbox"/> 50 - 250 employees <input type="checkbox"/> Less than 50 employees					
Are you a licensed architect? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Currently Testing/Plan to begin If currently testing, how many exams have you passed? _____			LEED Accredited? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Planning to test		

Past Employer:					
Title or Responsibility:				Length of Time with Employer:	
Business Address:			City:	State:	Zip:
Number of Employees: <input type="checkbox"/> More than 250 employees <input type="checkbox"/> 50 - 250 employees <input type="checkbox"/> Less than 50 employees					

Past Employer:					
Title or Responsibility:				Length of Time with Employer:	
Business Address:			City:	State:	Zip:
Number of Employees: <input type="checkbox"/> More than 250 employees <input type="checkbox"/> 50 - 250 employees <input type="checkbox"/> Less than 50 employees					

Past Employer:					
Title or Responsibility:				Length of Time with Employer:	
Business Address:			City:	State:	Zip:
Number of Employees: <input type="checkbox"/> More than 250 employees <input type="checkbox"/> 50 - 250 employees <input type="checkbox"/> Less than 50 employees					

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

Please complete the next sections within the application or provide bio with details outlining the requested information.

**EDUCATIONAL BACKGROUND:**

School/University:	City, State:	Dates (from-to):	Degree:	Major:

**PROFESSIONAL & OCCUPATIONAL ACTIVITIES:**

1. Organization: Responsibility:	Dates of Participation:	Position:
2. Organization: Responsibility:	Dates of Participation:	Position:
3. Organization: Responsibility:	Dates of Participation:	Position:
4. Organization: Responsibility:	Dates of Participation:	Position:

**VOLUNTARY COMMUNITY ACTIVITIES:**

List the key non-professional activities (charity, religious, school involvement, task forces or commissions) in which you have been an active participant in Dallas or other cities in which you have lived.

1. Organization: Responsibility:	Dates of Participation:	Position:
2. Organization: Responsibility:	Dates of Participation:	Position:
3. Organization: Responsibility:	Dates of Participation:	Position:
4. Organization: Responsibility:	Dates of Participation:	Position:

In an average month, approximately how many hours are spent on voluntary community activities? \_\_\_\_\_

**SPECIAL HONORS/AWARDS:**

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

GENERAL:

Please answer in the space provided. No attachments.

I. Briefly describe the personal characteristics you possess which have helped you as a leader in the architectural profession. How are you currently using these traits within your company and/or community?

II. What do you consider the most significant architectural issue today? Describe what action(s) you believe should be taken and how you as an individual can become a player in the solution to the problem.

III. What do you hope to gain from participation in the AIA Dallas Advanced Leadership Program? List and briefly explain several expectations that you have for the program.

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

**COMMITMENT:**

The AIA Dallas Advanced Leadership Program requires a commitment of time and effort.

- The Program Introduction is Friday, *January 21*, from 8am - 12 pm. Full participation at the Introductory Program is mandatory. Can you commit to this half-day?  Yes  No
- Program sessions will be seven seminars held one Friday per month, 8am - 12pm, with the opportunity for networking at the end of the session, to include the following 2022 dates, which are subject to change: *February 18, March 11, April 15, May 13, June 17, July 15, August 19*. Can you commit to these Friday sessions?  
 Yes  No  
If no, please state the date(s) that would present a conflict:

Each session is designed to build upon the previous session. Please block your calendars to attend all sessions to gain maximum benefit.

*I understand the goals and commitment of the AIA Dallas Advanced Leadership Program and the attendance requirements. If selected, I will fulfill all obligations outlined in this application, and will pay my tuition upon acceptance. I acknowledge that I have personally completed the foregoing application, and that all the information contained herein is true and accurate. I hereby give the AIA Dallas Leadership Committee the right to make inquiries regarding the information provided on this application form.*

Applicant's Signature:	Date:
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Applicants for the AIA Dallas Advanced Leadership Program must have the support of a sponsoring firm. *The employer/sponsor's signature below indicates the firm's support of the nominee's participation in the program.*

Employer/Sponsor's Signature:	Title:	Date:
Company Name:		

**DELIVERY INSTRUCTIONS & DEADLINE:**

Please submit this completed application form and all other applicable document(s) no later than noon on Monday, December 13, 2021. You may e-mail your application packet in PDF format to Amanda Adler at [aadler@aiadallas.org](mailto:aadler@aiadallas.org) or mail it, for receipt by the deadline, to:

AIA Dallas Advanced Leadership Program  
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Dallas, Texas 75201  
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