



***Leadership*PAR 2010**

Recognizing that leadership development is an essential element in the process of improving our Association and profession, the Pennsylvania Association of REALTORS® offers its *Leadership*PAR Program. Through this program, the Pennsylvania Association of REALTORS® identifies emerging REALTOR® leaders throughout the state, encourages them with timely, meaningful instruction and activities, and assists in developing their leadership skills in the hope they will exert a strong, positive influence on the future of the Association and profession.

The participants work together in a training course that combines individual study, group sessions, and actual project experience in using leadership skills. Training sessions include identification of leadership skills, team-building exercises, procedures for goal-setting, personal profile analysis, network building, and improving communication skills.

OBJECTIVES

Objectives of the *Leadership*PAR Program are:

- To identify leaders and potential leaders;
- To empower those individuals to maximize their leadership potential in personal and professional life; and
- To encourage those individuals to participate in REALTOR® Association leadership roles (e.g., committees, boards of directors, and association offices).

Application procedures are noted on the application form.



Pennsylvania Association of REALTORS®

LeadershipPAR 2010

Applicant Instructions

Thank you for your interest in participating in *LeadershipPAR*. To be considered for participation in the 2009 program, your application must be returned to PAR no later than November 15, 2009.

A completed application includes the application form and statement of broker support (if applicable). These items must be received and be complete for your application to be eligible for review. Return completed application form and statement of broker support (if applicable) to:

Adrienne L. Nichols
Pennsylvania Association of REALTORS®
500 North 12th Street
Lemoyne, PA 17043
Phone: (717) 561-1303
E-Mail: anichols@parealtor.org

Selection Process

Participation in *LeadershipPAR* is open to all REALTOR® members in good standing of PAR and their local REALTOR® Association with no outstanding ethics complaints at either the state or local level.

LeadershipPAR will not discriminate, nor tolerate discrimination, against any applicant because of race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status. A maximum of twelve (12) participants will be selected to participate in the program to encourage maximum personal participation and in such a way to represent the membership of the Pennsylvania Association of REALTORS®. Participants will be chosen by a PAR Committee based upon the information completed on the application. The Committee will be seeking representation from a cross-section of the profession. These leaders and potential leaders may be active in business, education, or other community-based organizations.

Class members are selected on their own merits and based on this application. Candidates selected for participation must possess a commitment to and interest in serving as a volunteer leader. *LeadershipPAR* seeks emerging leaders as well as individuals who may already have some leadership skills but wish to enhance those skills.

Since the number of appointments to *LeadershipPAR* is limited to twelve individuals each year, applicants who are not selected for a given year are encouraged to reapply in subsequent years. The Committee considers sustained interest in making their recommendations.

Criteria for Selection

In reviewing applications to the *LeadershipPAR* program, the Committee looks for participants who demonstrate the following criteria:

- *Interest* in serving in a volunteer leadership role
- *Availability* of time to participate in the program
- *Potential* for leadership demonstrated through involvement in community groups and REALTOR® associations

Tuition

Actual tuition for the program is \$750 per person. Through the generous support of the Pennsylvania REALTORS® Education Foundation, however, each participant is responsible for \$375.

Tuition includes the training sessions, meals, overnight accommodations for the sessions and instructional materials. Additional costs such as transportation to and from the sessions are not included.

Application Process

Applications are reviewed and participants are selected by a committee of PAR members. Application forms should include as much information as possible; however, answers should be limited to the space available. Forms are available on the PAR Web site.

Optional materials to support your application may be submitted. Letters of recommendation from your local REALTOR® Association or from your broker are encouraged but are not required.

Please don't hesitate to contact Adrienne Nichols with any questions or if you require additional information.



Pennsylvania Association of REALTORS®

LeadershipPAR 2010

Application Form

Please note the application, completed in full, must be received by PAR by no later than November 15, 2009. Fill in as much information as possible and don't be intimidated by the form! Please type or print clearly.

PERSONAL DATA

First Name: _____ Middle Initial: ____ Last Name: _____

Preferred Name (Nickname): _____

Local Board/Association: _____

Firm/Company: _____

Business Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____ Email: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____ Email: _____

Year licensed as a salesperson: _____ Year licensed as a broker (if applicable): _____

Year joined NAR/PAR/local board: _____

Real estate specialty (ies): _____

Real estate designations earned: _____

Length of residence in Pennsylvania: _____

EDUCATION

Begin with high school, college(s), and advanced degrees and/or specialized training...

Name and Location of School

Dates (from-to)

Degree

Major

WORK EXPERIENCE

Present Firm Name: _____ Service Date: _____

Title or Responsibility: _____ Since: _____

A. Briefly describe responsibilities in your job:

B. List previous work experience in reverse chronological order (include active military duty):

<u>Organization/Firm</u>	<u>Title/Responsibility</u>	<u>From</u>	<u>To</u>

C. What do you consider your most rewarding career achievement to date:

D. Business/Professional Affiliations (if any). Please include local Association of REALTORS® and or PAR involvement. **Do NOT** include civic organizations, public office or political activities in this section.

<u>Name of Group</u>	<u>Positions Held or Assignments</u>	<u>Period of Affiliation</u>

COMMUNITY INVOLVEMENT

A. Include community, civic, religious, political, government, social, athletic, or other activities. **Do not** include business/professional activities. Indicate major role in the organization during this time:

<u>Name of Group</u>	<u>Positions Held or Assignments</u>	<u>Period of Affiliation</u>

B. What do you consider to be your most significant accomplishment in one of the above organizations? Why?

C. If you have not been involved as a volunteer in a REALTOR® association (national, state, or local) or a community-based organization, please explain why.

What has changed or why are you now interested and available?

GENERAL INFORMATION

One of the goals of *LeadershipPAR* is to build a network of Association leaders who can enhance their leadership abilities through shared perspectives and working together.

- A. What do you feel are the three most significant challenges facing the real estate profession and/or PAR today?

What do you feel needs to be done about any one of these issues?

- B. What specific skills and knowledge do you hope to gain from your participation in *LeadershipPAR*?

- C. What steps will you take to ensure that you acquire these skills and knowledge?

COMMITMENT

To graduate from *LeadershipPAR*, a participant is expected to attend all Retreats and sessions (unless noted otherwise). Please note **these dates may change between time of application and confirmation of acceptance into the program**. All dates will be confirmed prior to participants' final affirmation of commitment to attend all sessions.

Introduction to PAR Board	January 27, 2010	Harrisburg (OPTIONAL)
Retreat #1	March 1-3, 2010	Hershey
PAR Gov't Affairs Seminar	March 23-24, 2010	Harrisburg
Retreat #2	June 9-10, 2010	Champion, PA
Spokesperson Training	September 26, 2010	Harrisburg
Retreat #3	October 19-20, 2010	State College
Graduation	January 26, 2011	Harrisburg (OPTIONAL)

I understand the purposes of the *LeadershipPAR* program and, if I am selected, I am prepared to devote the time and resources necessary to complete the program. I understand that if I miss a significant portion of the program I may be asked to withdraw from the program and no portion of the tuition will be refunded. I understand the above commitments and agree to be bound by them in signing this application. (NOTE: A detailed Attendance Policy with exact dates and locations will be sent to accepted applicants prior to request for payment.)

Applicant Signature: _____ Date: _____

Print Name: _____

TUITION

If accepted into the *LeadershipPAR* program, you will be billed for the \$375 non-refundable tuition that covers all retreat costs, including room, meals, and materials, but not your travel costs.

This tuition must be remitted within 10 days of notification of acceptance into the program.

BROKER/SUPERVISOR COMMITMENT (IF APPLICABLE)

This applicant has the approval of this organization and our full support which includes the time required to participate in the program.

Firm Name: _____

Signature: _____ Date: _____

Print Name: _____ Phone Number: _____

Position/Title: _____

DEADLINE FOR APPLICATION IS NOVEMBER 15, 2009.

Mail to *LeadershipPAR*, Attn: Adrienne Nichols, 500 North 12th Street, Lemoyne, PA. 17043
Fax 717-561-8796