**Western Extension Leadership Development**

2023- 2024

WELD XII APPLICATION

**NAME:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**TITLE:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**MAILING** **ADDRESS:** \_\_­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**EMAIL:** \_­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­\_\_\_\_\_\_ **PHONE:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The Western Extension Leadership Development (WELD) Program is a 15-month program designed for Cooperative Extension employees in the Western United States and Territories. Please respond to the following items. Use additional space as needed.

1. Please briefly describe your academic background, experience, and job skills.

2. Please briefly describe your professional development and career goals.

3. Please describe why the WELD Program is particularly suited to your needs and interests. What do you expect to gain from it? What can you contribute to the program that is special?

4. Provide a brief description of a possible innovative leadership project of interest to you. Include some indication of how you feel this project would assist you in professional growth and in your career development.

5. What other skills or talents do you possess that might help us evaluate your candidacy as a WELD intern participant?

**SELECTION CRITERIA FOR INTERN PARTICIPANTS**

Due to availability of facilities and mentors, the WELD XII class size will be limited. We are looking for Extension professionals who have demonstrated leadership potential, the potential to work effectively with people, and the potential to be a productive intern participant. Our goal is to have all the Land Grant Universities in the western states and territories and the 1994 Land Grant Colleges represented in the program. Applicants must be committed to participate in all of the required activities of the program and have the support of their employing institutions.

The WELD Program includes the following components delivered throughout the 15-month program:

1. A WELD XII Introductory Session and Innovative Project informational session that will be held virtually via Zoom in March 2023
2. An Inventory and pre-assessment of leadership ability (to be completed in early April 2023)
3. WELD XII Seminar 1, April 23-28 – Tucson, AZ
4. An Individual Innovative Leadership Project
5. Completion of a leadership book club and review
6. Discussions, webinars, and other scheduled opportunities for interaction among interns between seminars
7. WELD XII Seminar 2, September 2024 (location to be determined)

**INNOVATIVE PROJECT**

The innovative project is an important component of the WELD experience. This project is selected by the individual intern and approved by the WELD Planning Committee. The intent of the project is to encourage the intern to expand their leadership skills by identifying strengths and addressing weakness. The project should be related to the intern’s scope of work, however, it should be beyond the basic responsibilities of their position. The innovative project should be viewed as a tool to help the intern progress professionally and should be a resource for both the individual as well as their institution.

Interns are asked to come to the Innovative Project introductory session with some ideas about their innovative projects. Interns will provide periodic updates about their project throughout the program and will present their innovative projects during Seminar 2.

**APPLICANT SECTION**

\_\_\_\_ I understand that the WELD Program is approximately a 15-month Program beginning in the Spring of 2023 and finishing in the Fall of 2024.

\_\_\_\_ I understand that I will be expected to attend one virtual introductory session and two (4- day) WELD Seminars in person.

\_\_\_\_ I understand that I will be expected to develop an innovative project and that I will give periodic updates on the progress of my project including an innovative project plan and one virtual update.

\_\_\_\_ I understand that I will be expected to attend a book club and complete a book review on the book of my choice related to leadership.

\_\_\_\_ I understand that there will be “between seminar” interactions scheduled and I will utilize these opportunities to expand my leadership skills throughout the program.

\_\_\_\_ I understand that my State Extension Director and my Institution are making a significant investment in my professional development and I will utilize this opportunity so that I may grow as an individual and a contributing member of my Institution.

Signature of Applicant:

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# RECOMMENDATIONS

Supervisor (county chair, county director, regional director, department head):

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(Signature)

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Print Name

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Full Mailing Address

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Email Phone

State Extension Director:

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(Signature)

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Print Name

**Western Extension Directors:** Please advance your intern’s approved WELD XII application(s) to the WELD XI Planning Committee by forwarding completed and approved forms to Wes Alford, WELD XII Chair, by email to [wes.alford@colostate.edu](mailto:wes.alford@colostate.edu) **by 5 PM Pacific Standard Time on January 31, 2023**.