



Realtors® Becoming Leaders

In 1999 the Charlotte Regional Realtor® Association established the Leadership Academy (LA), formerly the Leadership Development Program (LDP) to groom Realtors® to hold future leadership positions at the association, Carolina Multiple Listing Services, Inc. and in the community.

The program helps emerging Realtor® leaders gain real estate industry and regional knowledge about:

- Issues that shaped the Charlotte region
- Future challenges the region faces
- The role Realtors® can play in finding solutions for those challenges

There is a nomination process and brokers-in-charge (BIC) are encouraged to nominate their agents for this program.

The program provides outstanding networking opportunities. The participants develop relationships with other participants, interact with association leaders and meet key community leaders and decision-makers. LA provides training and education in areas that are beneficial to the participants, and in the development of their business. These skills help participants enhance their association, community and real-estate practice involvement.

The program helps participants grow personally and professionally, and may include:

- Participating in team-building exercises, which builds confidence and develops teamwork skills
- Learning vital public speaking skills
- Participating in a community service project (Realtors® Care Day)
- Learning about Charlotte's Past, Present and Future
- Discovering and understanding leadership and personality styles
- Developing decision-making abilities
- Strengthening organizational and communication skills
- Learning about local city and county government
- Attending an association or CMLS Board of Directors meeting
- Presenting findings of an annual LA project/Presidential Challenge
- Attending the graduation luncheon

Nominee Criteria

A nominee must be an active association Realtor[®] /CarolinaMLS Subscriber who:

- Demonstrates leadership attributes, including but not limited to people skills, organizational ability, courage, decisiveness, big-picture thinking, creativity, community involvement and personal integrity;
- Has no previous board of directors experience at the association;
- Has a letter of recommendation from his or her BIC, if applicable;
- Has signed the LA Attendance Policy form and LA Payment Policy form;
- Has completed the LA Nomination form;
- Has had prior association volunteer involvement (prior committee work/participation highly recommended);
- Upon graduation from the program, association work and involvement is expected.

How to Apply

BICs are encouraged to nominate their best and brightest agents. All nomination forms are available online in late summer for the following year's class at www.CarolinaRealtors.com. The LA Selection Committee will promote the program and kick off the application period with a booth at the association's Volunteer Fair at the Candidate Fish Fry in September. The LA chair will send an e-mail with collateral about the program to all committees and staff liaisons to promote the program during the nomination/application period. All association committees, BICs and board members are encouraged to recommend Realtor[®] members for the program. The LA selection committee will assist in promoting the program at Realtor[®] Hot Topics, Holiday Luncheons and other association events during the application/nomination period. The LA selection committee will host a booth during the association EXPO to promote the value and awareness of the program. The brochure, application and forms should be ready for distribution at the time of Candidate Fish Fry. Applications and information can be requested by calling 704-940-3149. Application forms are due before the end of the calendar year or by a date set by the LA selection committee.

LA Selection Committee Process

The LA selection committee comprises, but is not limited to, LA graduates, the current association president, the president-elect and the CEO as ex-officio. Continuity of committee membership is recommended. The committee reviews all submitted nominations and invites a maximum of 12 Realtors[®] to join that year's LA class. The LA selection committee meets at the beginning of the year to select participants for that year's program.

Interview and Selection Process

The LA Committee receives all nominations and will invite all qualified applicants to interview with the committee. Nominees are then selected to participate.

The selected class members are notified in late January or early February. The participants are formally invited to join the LA class by a letter sent to them and their BICs from the chair of the LA Selection Committee. The committee will also designate an alternate for the program, in case the class participants decline acceptance into the current class. The alternate will receive a letter from the chair, notifying him or her of his or her status, as well as a follow-up letter asking him or her to reapply for the program if all participants selected for the current class decide to participate. All nominees and their BICs who are not accepted into the program will be notified by letter from the LA staff liaison of the committee's decision, and those nominees will be encouraged to reapply the following year.

Cost to Participant

Tuition for the program is \$500, which covers the participant's portion of all programs, meals and miscellaneous expenses.

The remaining tuition can be paid 100 percent by the BIC, or the participant and BIC can split the cost. Payment is due to the association prior to the first session. The Leadership Academy will also allow for payment of half of tuition (\$250) in March and a final payment of the remaining tuition (\$250) in May.

Class Sessions

Sessions meet for one full day each month from March to November. Out-of-class time might be necessary for participants to complete the Presidential Challenge, an annual class project issued by the association president, if the president chooses to issue one. Sessions are held at or near the association office, and transportation is provided to most off-site locations. Other opportunities, activities or workshops may be offered to the LA class but are not considered mandatory. These sessions might include a Leadership Workshop to learn more about parliamentary procedures, association/CMLS Bylaws and fiduciary responsibilities, association financials, rules/regulations, leadership policies, and public policy and advocacy training.

LA Presidential Challenge Policy

All participants are required to complete all assignments given over the course of the program. Penalties for noncompliance with this policy will be left to the discretion of the Executive Committee." Any appeal of a decision should be made in writing to the Executive Committee.

LA Attendance Policy

The program requires that participants attend all scheduled program sessions. Program sessions are all day. The attendance policy is set by the Association Board of Directors and is as follows:

- Upon missing one session, a candidate will be given a verbal warning and his or her BIC will be notified via e-mail from the LA staff liaison.

- Upon missing two sessions, the participant will be removed from the program and his or her tuition will be forfeited. The participant will be notified by the Executive Committee of his or her termination from the program, and his or her BIC will be notified by the staff liaison.

Guidance Program for Class Graduates

Enhance the Association Tour session of the yearly schedule (in lieu of a formal mentoring program) with the following:

- a. Have local association leadership discuss ways participants can get involved through committee work by presenting all association committees, (descriptions) their focuses and purposes as well as strongly encourages participants attend the Committee Volunteer Fair.
- b. Allow participants to identify their top-three committees they would be interested in working on next year.
- c. Have the LA selection committee members meet with participants in a roundtable discussion regarding how they got involved with committee work. Committee members could discuss the need for participant association involvement during the Association Tour session or on graduation day.
- d. Continue to expose participants to local, state and national association leadership.
- e. Include alumnae at graduation by extending an invitation. Past graduates would need to pay for their lunch and RSVP for the event.

Note: The committee believes that traditional mentoring, which often involves one-on-one meetings or shadowing, could lead to recruiting. Members thought that through group sessions, meeting with association leadership and Executive Committee members and hearing from members appointed to work as NCAR and NAR representatives, participants are being “mentored.”