



The Impact Initiative

Cultivating Visionary Leadership for Wilson

Program Summary

History

An increase in the number of civic organizations and changes in values, customs, and technology have now caused a paradigm shift in society and our ability to have sufficient leaders to ensure Wilson's continued prosperity. It is not enough to assume leaders will emerge. Our ability to address the issues and opportunities our community faces requires a thoughtful, clear plan that to grow leadership capabilities in Wilson, NC

Goal

The need for effective community leadership has never been more vital. Wilson competes on a global scale for jobs, investment, and resources. To ensure that this competitive position is strengthened, **a coherent strategy for identifying, training, and succeeding leaders is required**. This strategy should achieve the following:

1. Locate. Identify members of the community who demonstrate leadership qualities. These qualities may be found in young professionals, newcomers to Wilson or mid-career residents growing within companies in Wilson. These individuals must possess willingness and desire to improve Wilson by serving as visible leaders within Wilson.
2. Educate. Develop a unique leadership training/development model to replace, combine, or enhance existing programs. The course should be designed to become the proven and respected source to mine leadership talent in Wilson.
3. Assist. Utilize existing leaders as mentors and talent evaluators. Invite past participants of the leadership development program(s) to nominate new participants. Recruit existing leaders within the community to vet potential leadership candidates
4. Deploy. Refer leadership talent to positions where their knowledge, skills, interests, and abilities would flourish. Focus on organizations whose scope of influence directly affects Wilson's long-term prosperity and viability.

Application and Selection

There will be 12- 20 candidates selected for each Class beginning in 2015. The selection of the class will be a competitive process requiring a nomination by a primary representative of the following agencies:

Wilson Chamber of Commerce
Wilson 2020 Board of Directors
Wilson 2020 Board of Advisors
Wilson Economic Development Council
Wilson County Properties, Inc.
Wilson on the Move

The nomination letter should describe the qualities that make the candidate an effective leader, and how both the candidate and community will benefit from participation. All nominees will submit a personal letter of interest and a resume attesting to the candidate's character and leadership qualities.

The application is open to participants who live or work in Wilson County.



The Impact Initiative Cultivating Visionary Leadership for Wilson Program Summary

The applications will be culled to a list of finalists, who will be invited to interview with the selection committee. Following the interview, selected candidates are to make payment to the Wilson Chamber of Commerce.

Note: Candidates will be selected from all demographic strata's in Wilson County; every effort will be made to reflect the social diversity of our community. However, no quotas of any type will be predetermined as leadership is as much a character trait as a learned behavior. Further, while it is expected that most candidates will likely be early to mid-career professionals, the age of a candidate will not be considered as a factor in selection.

Participation Requirements

Each participant must be willing to commit the necessary time to fully participate in the program. Class members may not have more than 2 absences.

Prior to the first session, we will also require each participant to read 2 books

The 10 instructional sessions will be scheduled over 18 months, and each participant will also be required to attend 6 out of 10 community events. A schedule of selected events will be provided for the participants, and these events may include the Eggs & Issues series, the [Wilson/Barton Think Tank](#), the Wilson 20/20 Annual Meeting, and other appropriate opportunities as determined the by The Impact Initiative coordinators.

The Class will complete a White Paper on an issue in Wilson that the Class is interested in resolving

Implementation Plan

May, 2015	Selection process begins for Class of 2017
September, 2015	Leadership Program begins
May, 2017	Graduation for Class of 2017
September, 2017	Leadership Program begins for Class of 2019 Alumni (Class of 2017) assume leadership and mentor roles

Cost
\$500