



ARIZONA CENTER FOR
CIVIC LEADERSHIP

Shaping Tomorrow Together.

FLINN-BROWN
CIVIC LEADERSHIP ACADEMY
Spring 2012

*A program to develop
Arizona's future state-level leaders*

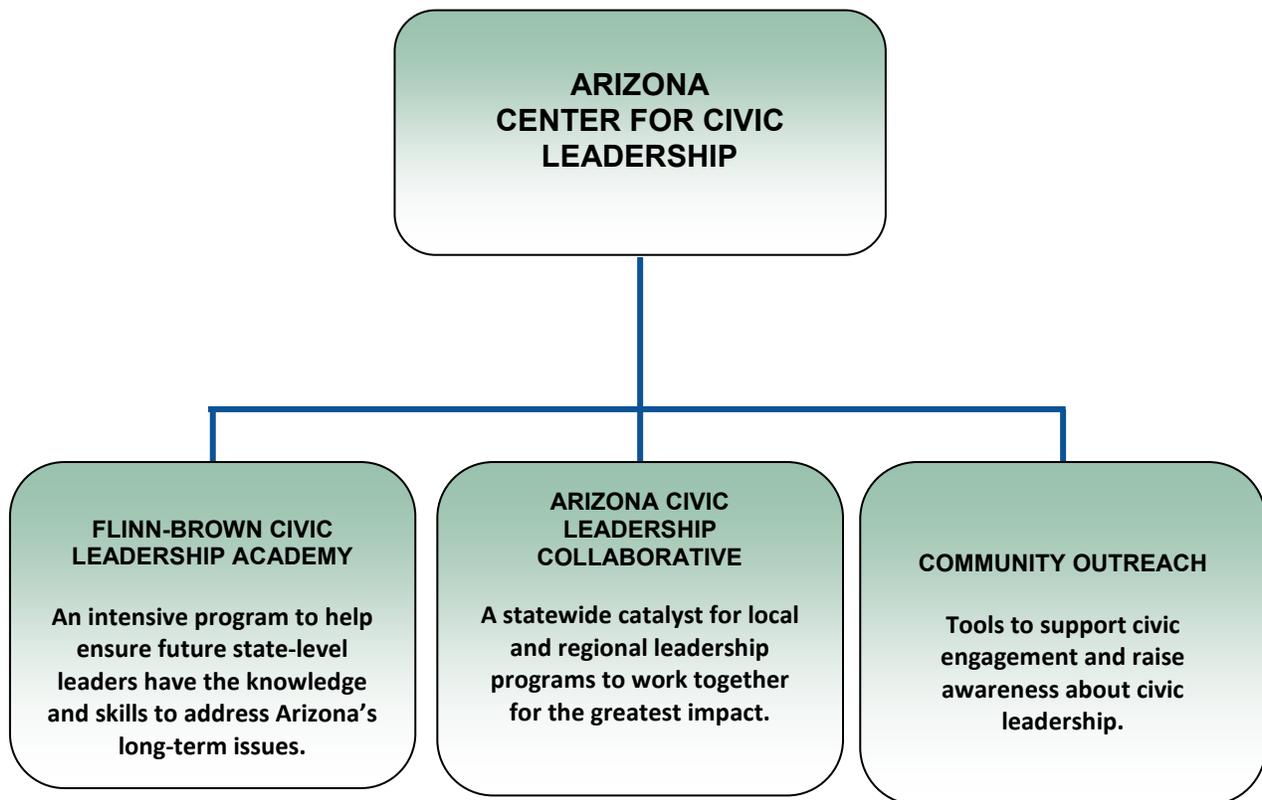


Program and Application Information

ARIZONA CENTER FOR CIVIC LEADERSHIP

With Arizona's second century on the horizon, how Arizona will fare in its next 100 years is a common question.

Recognizing the roles of public policy and civic leadership in the state's future, the Flinn Foundation and The Thomas R. Brown Foundations formed the Arizona Center for Civic Leadership. The Center aims to strengthen civic leadership in Arizona, particularly at the state level. The Center includes three components:



See azcivicleadership.org for more information and to sign up for *Civic Leadership News*, the Center's e-newsletter.

FLINN-BROWN CIVIC LEADERSHIP ACADEMY: Choosing the Spring 2012 Fellows

Program Components

The Flinn-Brown Civic Leadership Academy was established to help expand the cadre of future state-level leaders with the knowledge, skills, and commitment to address Arizona's long-term issues. It is designed for Arizonans with a strong interest in being a member of a state board, commission, or advisory council, an elected official, a state government executive, or a policy advisor. The program is not intended for those who are already state-level elected officials. The Flinn-Brown Civic Leadership Academy is committed to expanding public service and to decision-making for the common good. The program complements existing local and regional leadership-training programs in Arizona, but is differentiated by its focus on state-level issues, the combination of policy information and practice, and emphasizes on individual planning and follow-up support. The Academy's components include:

- **A series of 12 day-long seminars over approximately a three-month period.** These are designed to increase knowledge about state-level issues, state government, and civic leadership skills.
- **Development of a personal plan to become more involved in state-level leadership.** Fellows are expected to pursue activities which will support achievement of their goals for state-level involvement.
- **Formal mentoring over a period of at least six months.** Fellows are matched with a public- or private-sector mentor to develop and begin to implement their individual civic-leadership plan.



"The Flinn-Brown Civic Leadership Academy attracts Arizonans who are anxious to learn about public policy and how to get things done for the entire state. As a presenter, I've been impressed by their engagement, commitment, and potential."

~Chris Herstam

- **Follow-up support for state-level civic leadership.** From learning further about public policy to networking and special events, Fellows enjoy ongoing support from the Arizona Center for Civic Leadership.

Approximately 25 Flinn-Brown Fellows are chosen for either a Spring or Fall session each year. The results-oriented Academy combines the facts and figures required to analyze statewide policy issues with an understanding of how different perspectives, civic-leadership skills, and real-world insights contribute to achieving goals for the common good. The intensive learning events combine leading-edge policy information with practical skills. The Academy features presenters with direct experience in state issues and institutions. Issues that have been before Arizona policymakers or are being addressed currently through legislation, regulations, policies, or a combination of these or other measures provide case studies.

Upon completion of the seminars, Fellows have a significantly greater understanding of the state's major public-policy issues; an appreciation of the complexity state policymakers face; and greater resources for critical thinking and other skills needed to make wise public-policy decisions. Fellows are then matched with mentors who will help them develop and pursue their civic-leadership plans.

There is no charge for participation in the Academy. Events take place at the Flinn Foundation in Phoenix. Standard transportation and lodging expenses are covered for Fellows who live outside of Maricopa County.

Application and Selection Process

What Selectors Look For

The Flinn-Brown Civic Leadership Academy is seeking Fellows from all walks of life and perspectives. The ideal candidate combines a strong employment record, notable experience in community, civic, or church activities, and a clear commitment to state-level actions to increase Arizona's quality of life.

The strongest applicant...

- Possesses a strong desire to be a state-level civic leader in Arizona, such as a member of a state board, commission, or advisory council; a state elected official; a state government leader; or a policy advisor.
- Is committed to civic involvement personally and to encouraging civic engagement across the state.
- Has a keen interest in state-level public-policy issues and analysis.
- Shows the capacity and willingness to consider different perspectives and make fact-driven decisions for the common good.
- Exhibits the ability to be an effective leader, as seen in the combination of current or past work experience, volunteer, school, or church activities, civic activities, issue advocacy, or local elected office.
- Has taken other preparatory steps to becoming a civic leader, such as participation in a local or regional leadership-training program.

Applicants must be prepared to:

- Attend all 12 of the day-long seminars. These are held generally on Fridays and Saturdays from 8:00 a.m.-5:00 p.m.
- Engage actively and productively with an assigned mentor.
- Develop a personal civic-leadership plan with a timeline and milestones.
- Remain involved with the Arizona Center for Civic Leadership in the future.

Selection Portfolio—Application, Endorsements, and a Resume

To be considered for the Academy, you must complete an online application, provide a current resume, and supply letters of endorsement from two Arizonans. The deadline for applications is October 21, 2011.

The application, endorsements, and resume comprise a portfolio that is the basis for consideration. The application asks for examples of your leadership experience. It also includes four essay questions. These ask about leadership experience, a definition of "common good," and an example of an Arizona public-policy decision made for the common good. The final question focuses on what issue is most critical to Arizona and why.



"This class was made up of registered independents, Republicans, and Democrats. Yet we were able to remove the political jerseys, listen to the facts and work together to consider sensible alternative solutions to the problems we face. We did not agree on everything. However, we understood quite clearly that public service requires leadership to work together for the good of the people—not for our own personal political careers. If we do not work together for the people in this great state, we are wasting precious time when there is so little time to waste."

~Lisa Urias and Paul Brierley

The endorsement letters should each cover:

- how long the endorser has known the applicant;
- why the applicant meets the ideal candidate profile; and
- any other information that will help the Selection Committee to consider the applicant.

Please address endorsement letters to:
Nancy Welch, Vice President
Arizona Center for Civic Leadership
Flinn Foundation
1802 North Central Avenue
Phoenix, Arizona 85004

Critical Application Information

Please note that you should complete the application in one sitting. The information may not “save” if you leave and come back to the site. Applicants are urged to prepare the essays in a word-processing program and then “cut” and “paste” the text into the Flinn-Brown Civic Leadership Academy application.

The online application process is not complete until you have finished the application, uploaded your resume and endorsement letters, and clicked “Submit” at the end of the form. Once you click “Submit,” you will not be able to change any responses. We will send you a confirmation email within 24 hours during the business week confirming we received your application. If you do not receive a confirmation email within that time, or if any other technical issues or concerns arise, please contact Emily Rajakovich at 602-744-6828 or erajakovich@flinn.org. Applicants are responsible for ensuring they have provided all of the information required.

The selection process is highly competitive with many more applications from well-qualified nominees than the approximately 25 Academy positions available. Those not selected for one class are encouraged to apply for future sessions. A number of those selected most recently were repeat applicants.

Selection—Competitive and Confidential

A multi-step, confidential process ensures careful, objective consideration of applicants.

- A seven-member Selection Committee, comprised of high-profile Arizona leaders, is developed for each process. These leaders review every portfolio. They are guided by the ideal candidate profile and mindful of the composition of Arizona’s population along with the similarities and differences among Arizona communities and institutions. Emphasis is put on selecting not just strong individuals, but also a “cohort” of Arizonans so that each person learns from others and from the group.
- Initial review yields a group of candidates who are invited for personal interviews.
- The Selection Committee conducts the interviews and makes recommendations to the Leadership Council for the Arizona Center for Civic Leadership.
- The Leadership Council reviews the Selection Committee’s recommendations



“I have been extremely fortunate in my life to meet lots of intelligent, engaged, passionate, amazing people, but rarely has a group of such widely divergent folks given me more genuine hope for the future.”

~J.C. Mutchler

Academy Content—Bringing Public-Policy Knowledge and Experience Together

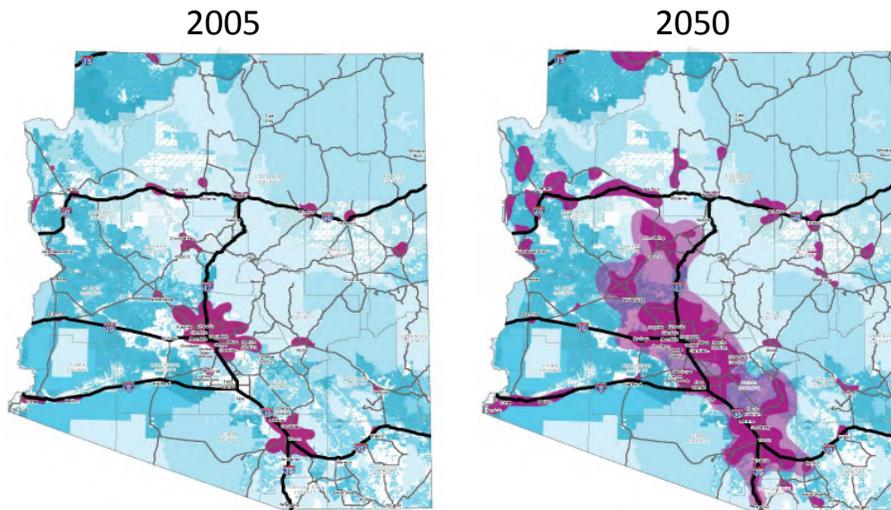
The 12 seminars cover timely, critical Arizona issues. The program starts with an overview of public-policy development, state government, and the influences and factors that shape the development of public policy. It ends with a session designed by the Fellows. The topic areas have included: state government; fiscal system and budget; the economy, growth, and jobs; higher education; K-12 education; water; media and ethics; health systems; human services; transportation and infrastructure; and migration, immigration, and the border.

Elected and appointed officials, agency heads, scholars, and practitioners who have dealt directly with or studied specific public-policy issues provide most of the content. Seminars include facts and figures, different perspectives about the problems and solutions, and consideration of how solutions are developed and implemented. Fellows participate in numerous discussions and group activities. Supplementing the face-to-face learning, Fellows are asked to read materials before each seminar. “Webinars” and other online learning tools may be used to augment the in-person days.

“There could be no more significant way to celebrate Arizona’s Centennial than to ensure we are recruiting, training, and supporting effective leaders.”

The Arizona We Want
Center for the Future of
Arizona, 2009

Projected Arizona Population Growth



Source: Maricopa Association of Governments

These two maps illustrate how Arizona’s population will continue to grow, making solutions to complex issues critical to a quality future.

SPRING 2012 ACADEMY SCHEDULE

The anticipated dates for the 2012 Flinn-Brown Civic Leadership Academy are noted below. Dates are subject to minor changes. Final dates will be shared at the interview stage.

March 2012						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

April 2012						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May 2012						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	17	18	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Meetings will start at 8:00 a.m. and end between 4:00-5:00 p.m. Breakfast and lunch are provided. Special evening events at the beginning and end of the seminars may include Fellows' guests and others.

The Flinn-Brown Civic Leadership Academy is designed for Fellows to expand their knowledge and leadership skills session by session. Each seminar builds on the others from first to last. Thus, attendance at each day is vital to gaining the program's benefits. The expectation of 100% attendance is an essential part of Fellows' commitment. At the same time, the Arizona Center for Civic Leadership understands that Fellows occasionally may have important professional commitments that simply cannot be moved. Although rare, one absence may be excused depending on the circumstances. If excused, Fellows will be required to make up the missed session during the following Academy before being recognized as having completed the Flinn-Brown Civic Leadership Academy.

Deadline: October 21, 2011
azcivicleadership.org



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Shaping Tomorrow Together.



The Flinn Foundation was established by Dr. and Mrs. Robert S. Flinn in 1965 with the mission of improving the quality of life in Arizona. The Phoenix-based nonprofit philanthropic endowment supports the advancement of Arizona's bioscience sector, the Flinn Scholars Program, and arts and culture, in addition to an emerging initiative to strengthen civic leadership in Arizona.



The Thomas R. Brown Foundations are dedicated to raising the quality of life for present and future generations through expanded understanding and application of economic principles in private and public decision making. The foundations, based in Tucson, are also dedicated to advancing solutions to community problems through strategic grants, research, and policy analysis.

Direct inquiries to:

Emily Rajakovich,
Program Manager

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1802 N. Central Avenue
Phoenix, AZ 85004
erajakovich@flinn.org

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