

Frequently Asked Questions

Who is eligible to be nominated and apply for the LEADS Program?

For program eligibility and further details: [Dartmouth LEADS](#)

How do I apply?

Once nominated, applicants will receive an email invitation to apply. The email will contain directions and deadline information.

How will I find out if I am accepted into the LEADS program?

If an applicant is accepted into the LEADS program, they will receive a congratulatory email.

How often is the LEADS Program offered?

The LEADS Program is offered every year and a half.

Am I able to nominate myself for LEADS?

Applicants must be nominated by their supervisor or a divisional leader in consultation with the nominee's supervisor to apply.

Does my application carryover from one LEADS cohort to another?

Nominations nor applications carry forward. If you are not accepted, you will need to be nominated and apply again for the following cohort.

Is there a waitlist for the LEADS Program?

There is not a waitlist for the program. Individuals must be nominated and apply for each cohort to be considered.

Do I have to attend all the dates for the program?

Before applying to the LEADS program, we ask that you hold each of the learning days on your calendar, as the expectation is that participants attend all learning days.

What is the time commitment for LEADS?

Participants can expect to commit to an entire learning day one Tuesday a month, in the month of October there will be two learning days. Participants can expect to commit up to six hours of monthly learning outside of formal learning sessions. This includes practice related to course content and work on their Action Learning Project. Time would also need to be allocated to meet with appropriate resources linked to the development and implementation of the Action Learning Project.

How will participating in LEADS impact my career?

It is the goal that participants will gain the confidence to serve as a leader in their departments, teams, and divisions through their LEADS experience. We encourage individuals to talk about their goals, aspirations, and opportunities available to them with their respective leadership.

What can I expect during a LEADS learning day?

Each learning day starts with a networking breakfast followed by a morning learning session and an afternoon learning session. More information on learning dates can be found [HERE](#).

What is the role of the supervisor?

Supervisor commitment to expectations is fundamental to program outcomes. If a supervisor is not able to commit, the participant's experience is compromised, therefore we cannot accept a participant if one's supervisor is unable to commit to the requirements. Nominees must have a supervisor who is committed to playing an active role in the nominee's experience (should they be accepted). More information on supervisor expectations can be found [HERE](#).

Will my supervisor receive any training or support during the LEADS experience? *Supervisors of individuals accepted into the LEADS program will be invited to attend an introductory session to review the supervisor's role in the program, attend a manager check in session, mid-way through the program, and be provided with monthly learning conversation guides for LEADS dialogues. In addition, supervisors will have access to the LEADS program manager as needed.*

Do I need to update my resume or CV to be considered for the program?

Yes, for the committee to review all your experience and materials, we recommend submitting an updated resume.

Do I have to present an Action Learning Project to complete the program?

A requirement of the LEADS Program is for everyone to present an Action Learning Project to senior leaders, their cohort, and managers. The project does not need to be completed, but it should meet a departmental/divisional priority.

Does my nomination need divisional approval?

Nominations do not need divisional approval. Some managers may discuss their nominations with division leaders prior to submitting, but it is not a requirement.

Is LEADS like the old program DC Today?

DC Today, was designed to provide a comprehensive overview of the College and to help individuals better understand its goals and priorities. While Dartmouth LEADS is an investment in individuals who demonstrate a commitment to ongoing learning, professional development, and advancing their leadership skills and strengths.