

CLASS XIV 2017 - 2019



APPLICANT PROFILE FORM (due no later than April 15, 2017)

for the
Kansas Agriculture and Rural Leadership Program

Prepared by:
KARL, Inc.
101 Umberger Hall
Manhattan, Kansas 66506

The KARL Program is available without discrimination on the basis of race, color, national origin, sex, age or handicap.

KARL Program Overview

MISSION STATEMENT

To provide first-class leadership development for agricultural and rural stakeholders by designing and offering challenging and illuminating education and enrichment programs as well as a forum for continuous engagement.

SUMMARY STATEMENT

The KARL Program is a two-year educational experience offering intensive study, training and travel for emerging leaders in agriculture and rural communities.

KARL, INC. VISION

KARL Is The Preferred Partner in Developing Excellence in Agricultural and Rural Leadership.

To ensure that the Kansas rural and agricultural community can keep pace with the rate of change, it is imperative we supply informed, decisive, communicative spokespersons to represent our industry and communities, keeping the public **factually** informed, as policies are formed and decisions are made. To address these needs we provide an intensive study, training, and travel experience for future leaders of Kansas.

KARL CURRICULUM VISION

The **Kansas Agriculture and Rural Leadership Program strives to** enhance rural and agricultural representation; improve professionalism; increase community involvement; sharpen promotional skills; boost urban support and understanding; reduce isolationism; and enrich the quality of life in the state of Kansas.

GOALS -- Our endeavor is to see that participants achieve the following program goals:

1. Graduates recognize and appreciate their leadership potential and responsibility.
2. Graduates increase their decision-making and analytical skills.
3. Graduates broaden their perspective relative to history, economics, sociology, culture and arts, and will know how those areas relate to the decision-making process.
4. Graduates increase their ability to communicate persuasively and effectively.
5. Graduates develop a "global" focus as preparation for the enormity of the challenges that a more inter-dependent and interconnected global economy presents to the agricultural industry and rural communities.
6. Graduates will become part of a global network including supporters, previous graduates, and presenters across Kansas and the world.

For more information contact the **KARL Office, 101 Umberger Hall, Manhattan KS 66506 /**

**Ph. (785)532-6300 / FAX (785)532-7036 / Website: <http://www.karlprogram.com>
e-mail: karl@ksu.edu**



KARL

Developing Leadership Excellence

Kansas Agriculture and Rural Leadership Program



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Dear KARL Candidates:

Congratulations on being among those to receive application materials for Class XIV of the Kansas Agriculture and Rural Leadership Program. All individuals requesting applications and those nominated by a key Kansas Leader are receiving the important forms included in this mailing.

Please complete the attached Application Profile Form according to the instructions below and return the document as soon as possible OR complete on-line at <http://www.karlprogram.com/>.

*We suggest that you familiarize yourself with the KARL PROGRAM by reading the program description information attached and on-line and check the eligibility requirements closely.

Read the entire application profile form before beginning to complete it. You may choose to copy the form for a pencil draft before typing a final version or before going on-line. For the on-line application, we suggest that you compose your answers in a word processing program, then copy and paste the text into the on-line form. You will not be able to save the on-line form and return later to finish completing. Complete all portions of the application profile form; sign and date the application in the space provided. Please type all responses to aid in legibility.

If you are not self-employed, your employer must sign the application profile form agreeing to provide release time to attend required seminars and study tours. Mail these agreements with your completed profile forms.

A referral form is to be completed and returned to KARL by the applicant's chosen reference by the due date. If applying on-line, print the pdf and provide the reference page (last page) to the person selected. **They must return the form directly to KARL before April 15.** Do not use relatives.

Do not attach extra materials such as bios, articles, etc. They will be discarded.

Up to 50 candidates will be interviewed in their home regions by a regional screening committee the first full week of May. The KARL Board will notify each applicant of his/her acceptance or deferral to a future class by mid-May. Applicants who are not accepted and remain eligible will be encouraged to reapply for the next class. The participant share (tuition fee) is only \$2,500 per year (\$5,000 total) and will be scheduled for payment as follows: \$500 due (non-refundable) by June 1, 2017 with registration, \$2,000 due by August 1, 2017; balance of \$2,500 due by August 1, 2018 of the second year.

If applying by US Post: keep one copy for your records and mail the original to KARL, Inc. **Completed forms (including references) must be submitted any time prior to April 15, 2017.**

Good luck in your effort to become one of the few to experience this once-in-a-lifetime opportunity.

Sincerely,

Al Davis, President

Kansas Agriculture and Rural Leadership, Inc. Class XIV (2017-2019) Program Curriculum

2017

YEAR 1

Genesis

August 25-27, Rock Springs

- * Orientation
- * Group Dynamic Skills
Leadership - Skills, Styles
Perils and Team Building
- * Ethics in Leadership

Economic Development

November 1-3, Garden City

- * Rural Economic Development
- * Energy Alternatives
- * Beef Industry / Immigration
- *+ Large Scale Agriculture
- +* Industry Tours

Personal Development

Dec. 6-8, Norton

- * Image Building
- * Discussion Skills
- * Writing Skills
- * Oral Communication
- * Facilitation Skills
- * Public Service

2018

State of the State

January 17-19, Topeka

- * Serving the State
- * Media Influence
- * Understanding and working
with the Legislature
- * The Rural Voice
- * Kings and King Makers

Managing Risk

February 7-9, Leavenworth

- * Fort Leavenworth Tour
- * General Staff College Briefing
- * International Security Research
- * Prison Systems
- * History & Culture
- * Juvenile Intervention

National Service

March 12-17, Wash. DC
& Gettysburg

- * U.S. Congress
- * USDA / EPA
- * Foreign Embassy
- * Advocacy Groups

YEAR 2

Blue Chip

November 7-9 (Destination TBA)

- * Corporate Management
- * Research and Development
- * Human Resources
- * Marketing
- * Distribution

Adapting to Change

December 5-7, Pittsburg

- * Water Quality & Quantity
- * Environment
- * Biotechnology
- * Mine Land Reclamation
- * Animal Science Issues

2019

Creating Our Future

Jan. 9-11, Greensburg

- * New Paradigms
- * Futuring Exercise
- * International Tour
Briefing - Cultures
Customs & Politics

Global Leadership

February 6-8, Wichita

- * Import / Export Balance
- * Quality Educational Systems
- * Spirit Aero, McConnell,
Cargill, KS Leadership Cntr
- * KARL in the Classroom

International Study Seminar

March 10-29 (Destination TBA)
(12-14 days within above time frame)

- +* Trade Relationships
- +* Comparative Agriculture
- +* Domestic and Foreign Policies
- +* Culture, Customs, Politics

The Power of One

April (TBA), Manhattan

- * Reflection, Application
Goal Setting
- * Leadership Challenge
- * Implementation
- * Graduation

{+ = Tours}



KANSAS AGRICULTURE AND RURAL LEADERSHIP
PROFILE FORM -- PROGRAM APPLICATION for CLASS XIV, 2017-2019

Please Type

I. PERSONAL INFORMATION

Full Name _____ Age ____ Date of Birth ____/____/____

Male Female

County _____ Home Address _____

City _____ Zip Code _____ Phone _____

Business Address _____ E-Mail address _____

City _____ Zip _____ Mobile Number _____

Please send all correspondence to my ____ Home; ____ Business Address

Resident of Kansas since _____ U.S. Citizen yes no

Spouse's Name _____ Number and Names of Children _____ ,

II. EDUCATION AND TRAINING

List highest level of education.

<u>Name/Location of School</u>	<u>Attendance Year(s)</u>	<u>Graduation Date</u>	<u>Diploma/ Degree</u>	<u>Major</u>
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Military Service: yes no
Branch (if yes) : _____

III. OCCUPATIONAL INFORMATION

Current Occupation _____

Company or Farm Name _____

Position/Title _____

Service/Products/Commodities Provided _____

Agriculture Production Experience:

If **currently** involved in agricultural production list % of time _____.

Rank commodities produced in order of predominance

Please list full time or part-time production (farming, growing, managing) agricultural experience/operation size).

Agri-business and Non-Agricultural Work Experience:

Please list agribusiness experiences or work related to rural communities and any non-agricultural work.

IV. ORGANIZATIONAL AND COMMUNITY EXPERIENCE

List your current memberships and one important past leadership position held.

V. PERSONAL TRAVEL, INTERESTS

List three books, articles, movies or speakers that have given you useful insights during the past year.

Briefly list your foreign travel, if any. Indicate countries and purpose of travel (business or pleasure).



VI. CONTRACT SECTION

TIME COMMITMENT

The Board of Directors of Kansas Agriculture and Rural Leadership, Inc. will provide an excellent educational experience for the benefit of the participants. Selected candidates are expected to attend 100% of the Seminars in order to participate in the study tours and to graduate. Please review the policy below and the listed schedule taking your time commitments into consideration.

The KARL experience is valued at \$26,000. Due to the investment of time and donated financial resources (**approximately \$21,000**) for each participant, full participation is very important. Participants are asked to commit to 52 days of training. Excluding any unforeseen occurrences or changes in current work or family status, participants indicate whether they will attend all sessions if selected. In the event that a participant would be unable to attend all or part of a seminar, the following policies are drawn to assist in determination of completion of seminars and eligibility for graduation.

Medical Emergency: Personal or Family

If a class member missed a seminar because of a medical emergency, given a file record of medical emergency, the Board would allow the participant to complete the seminars and graduate with their class. The absent class member would be granted the option of participating in the seminar missed with the next class if so desired.

Job Demands

If a class member has an unforeseen conflict arise, was instructed to miss a seminar by a superior, or a farm/ranch emergency prevents them from attending part or all of a seminar, said participant would need to contact the office ahead, or the seminar site at the opening of the conference, to allow for adequate adjustments and to **officially authorize** the absence. If the absence was **not** authorized, the individual would be reminded of the absenteeism policy, following the missed seminar.

Should an individual miss two seminars without authorization, he/she would be placed on probation. A third notation of absenteeism would require a hearing with the KARL Board, where dismissal from the program would be considered.

KARL, Inc. pays for nearly all room and board during all seminars. Since most counts are guaranteed, unauthorized absentees of either part or all of a seminar will be billed the actual cost equivalent of meals and lodging missed.

INTERVIEW FOR SELECTION:

In the Event I am selected for Interviews I will be able to attend in my region, or an alternate region if conflicted:

May 8 NW **May 9 SW** **May 10 SC** **May 11 SE** **May 12NE**
 YES NO / (REASON)

ANNOUNCEMENT AND ORIENTATION:

If selected for the class the official Class Announcement Event and Orientation will take place **June 1** with New Members & spouses as KARL, Inc. guests. Check one: I (we) **Can Attend** / **Can NOT Attend**

Excluding any unforeseen changes, indicate whether you will attend all sessions if selected for the class.

Class XIV (2017-2019) Program Curriculum

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Blue Chip

November 7-9, TBA
TBA

Adapting to Change

December 5-7, Pittsburg

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Creating Our Future

Jan. 9-11, Greensburg

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February 6-8, Wichita

International Study Seminar

March 10-29 (Destination TBA)
(14 days within above time frame)

The Power of One

April (TBA), Manhattan

If selected I will be able to attend all seminars: YES NO,
Note Conflict Date

SIGNATURE

"Typed Name authorized as my signature - can be confirmed by telephone inquiry if needed."

STATEMENT OF UNDERSTANDING

"I understand that if the number of applicants is large, no more than 45 of the applicants may be invited for interviews. **I understand that spouses of married candidates (and fiancé's of engaged candidates) are encouraged to attend the interview.** I also understand that the final selection of applicants is the sole responsibility of the Board of Directors of KARL, Inc."

I have read the program description provided by the Kansas Agriculture and Rural Leadership, Inc. Board outlining requirements for participation in the KARL Program and agree to support all policies for participation should I be selected. I give my permission for contacting the references supplied. I also agree to release any information contained in my application related to my name, county, city and occupation for publicity purposes, and that address and phone details will not be released to the media."

Part of the program experience includes a lodging rotation with double occupancy to occur at all seminars. Site tours, group meals and other activities occur to supplement formal presentations and to provide for enhanced group interaction and networking. If selected, I agree to participate in all activities as listed in the schedule including group meals, tours, and the lodging rotation."

Due to the nature of the program tours and travel, a health form will be provided to all accepted candidates for completion. This form will be available only to the director, to be referred to only in the event of illness or emergency, and will be kept confidential.

I hereby certify that all statements made in this application are true and complete. I agree and understand that any intentional misstatements or omissions of material facts herein may cause disqualification of my application.

SIGNATURE _____ **DATE** _____
"Typed Name authorized as my signature - can be confirmed by telephone inquiry if needed."

FOR APPLICANTS THAT ARE NOT SELF-EMPLOYED

To the applicant: Please discuss with your employer the purpose, activities, expected benefits and time commitments required for you to participate in this program. Authorization is required.

To the CEO or Immediate Supervisor: The KARL program is designed to provide emerging leaders in agriculture and rural communities with an opportunity to develop their leadership potential. Methods will include study materials, seminars and tours designed to increase knowledge, build skills and allow for discussion of important issues with local, state, national and international leaders, within and outside of agriculture. Please discuss the program's purpose, benefits and time requirements with your employee; 17 work days in the first year and 22 days in the second year, are required for the applicant to participate.

If _____ is selected to participate in the Kansas Agriculture and Rural Leadership Program, we agree to provide released time for him/her to attend all required activities of this program during the next two years.

CEO OR SUPERVISOR

NAME _____, TITLE _____

SIGNATURE _____ DATE _____

BUSINESS NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____ PHONE _____

VII. ESSAY SECTION

Please answer the following questions **in the space provided**.

Address the Two Issues Below (Complete In the Space Provided).

1) Please discuss an important issue facing agriculture or rural Kansas today. What is one specific idea you have in addressing this issue?

Essay (Part 2)

2) Why are you interested in the KARL Program and how would you expect to use the knowledge and experience gained?

VIII. REFERENCES

List below the name, title, mailing address and phone number of the one person you have asked to complete and mail the reference form at the end of this application.

Postmarks must be before April 13th to arrive by the deadline of April 15th.

All application materials, including the reference form, must be in the hands of KARL, Inc. by April 15.

If mailing by US Post send original and **five (5)** copies of this completed application form to:

KARL Program 101 Umberger Hall, Manhattan, KS 66506. Questions? 785-532-6300

{NOTE: We recommend keeping one copy for your home files}



KANSAS AGRICULTURE AND RURAL LEADERSHIP PROGRAM REFERENCE FORM
Postmark before **April 13 to insure delivery.** This material will be held in strict confidentiality.

RECOMMENDATION FOR _____ OF _____ KANSAS.

To the Applicant: Please type your Name and City in the space above and give this form to someone familiar with your leadership capabilities and potential. The confidential recommendation is to be mailed directly to the KARL office by the person completing it.

To the Reference: The applicant above will be considered for a leader position in the two-year Kansas Agriculture and Rural Leadership Program. This program is designed to provide emerging leaders in agriculture and rural communities with an opportunity to develop their leadership potential. Training will include seminars and travel experiences designed to increase knowledge, enhance skills and allow the opportunity to discuss important issues with local, state, national and international leaders within and outside of agriculture. It would be helpful in our selection process if you would provide the KARL Board with your assessment and opinion of this applicant using the form below. Send your referral directly to the KARL Program office to arrive by April 15.

State nature and duration of relationship with the applicant: _____

Please assess the applicant using the eight criteria below and provide a written summary on the reverse or separate letter.

A 5 denotes **Superior Excellence**, 4 is **Good** 3 is **Satisfactory** 2 is **Poor** and 1 is **Not Acceptable**.

SCORE

- _____ A.) **LEADERSHIP INTEGRITY:** The degree to which the applicant is respected. **Integrity, Character, Reputation**
- _____ B.) **LEADERSHIP EFFECTIVENESS:** Success as a leader in working with others to get things done.
- _____ C.) **ANALYTICAL SKILLS:** Ability to understand complex issues and insight into issues facing rural Kansas.
- _____ D.) **COMMUNICATION SKILLS:** Includes writing, speaking and listening - with both individuals and groups.
- _____ E.) **POTENTIAL FOR GROWTH:** Openness to broadening experiences, especially with different cultures.
- _____ F.) **COMMITMENT TO PARTICIPATE:** Depth of involvement and commitment to following through.
- _____ G.) **VOCATIONAL COMMITMENT:** Degree of commitment to agriculture or rural Kansas as a vocation.
- _____ H.) **OVERALL ASSESSMENT OF LEADERSHIP POTENTIAL:** Potential to lead in agriculture/rural Kansas.

In addition to these responses we request additional comments that you might share with us regarding this individual. Use the back of the sheet or attach a separate typed letter.

Reference's Signature _____ Date _____

Name _____ Title or Occupation _____

Mailing Address _____

City _____ State _____ Zip _____ Phone _____

Questions? (785)532-6300 **Thank you for this referral.**

Please email as a pdf attachment to karl@ksu.edu or fax to (785)532-7036 by April 15:
KARL, INC.
101Umberger I Hall
Manhattan, KS 66506-1604