



## *What is the Program?*

The Kansas Agriculture and Rural Leadership (KARL) Program is a prestigious two-year leadership development experience for Kansans committed to agriculture and rural communities. Participants are selected through a competitive process and take part in:

- Nine seminars across Kansas focused on current issues, leadership, and strategic thinking
- A domestic study tour in the Midwest focused on innovation and investment
- A national study tour in Washington D.C. and the Gettysburg Leadership Experience
- An international study tour exploring agriculture, policy, and trade on a global scale

## *Why Support an Employee's Participation?*

### ★ **Fresh Ideas and Insight**

KARL participants bring new knowledge, exposure to innovative practices, and creative problem-solving strategies. Your organization benefits from their broadened perspective and increased capacity to lead change.

### ★ **Practical Leadership Tools**

KARL teaches real-world skills in areas such as personal assessment, communications, emotional intelligence, and public policy – all directly applicable in the workplace.

### ★ **Broader Network & Resources**

Your employee gains access to a powerful statewide network of 450+ industry leaders, experts, and peers. These connections often lead to new partnerships, resources, and collaborative opportunities for your organization.

### ★ **Employee Retention & Growth**

Supporting a team member through a high-caliber program like KARL shows a commitment to their professional development. That investment over 2 years strengthens morale, loyalty, and long-term capacity within your team.

### ★ **Tangible Return on Investment**

For a participant cost of \$5,600 (plus over \$25,000 of donor support per associate), your organization benefits from an executive-level leadership program – without the full cost of seminar travel, lodging, or curriculum development.



## *What is the Time Commitment?*

- ★ Ten Kansas/Domestic Seminars (three days each, typically Wednesday–Friday) over two years
- ★ One National Study Tour (one week in March of the first year – flight to DC included)
- ★ One International Study Tour (12–14 days in March of the second year, including flights)

Most employers find that with planning and communication, this time away is manageable – and well worth the return.

## *What is the Cost?*

The cost of participation in the KARL Program is over \$30,000 per associate. Associates receive over \$25,000 in donor support, making the participant's cost share only \$5,600. This participant's share is paid in three segments:

- \$500 due upon registration after acceptance into the Program
- \$2550 due by August 1 of Year One
- \$2550 due by August 1 of Year Two

The leadership growth and statewide exposure make this a high-value opportunity for professional and organizational development.

***"This isn't time away. It's time invested. More than 450 fellows over the course of 35 years have used their KARL experience to strengthen their work across Kansas and the agriculture industry."***

– KARL President Jill Zimmerman,  
Class V Fellow

***"KARL has greatly benefited my company. Four of my employees have gone through the Program and I hope many more. Programs like KARL raise the next generation and assist in the formation of leaders. KARL has really given feet to making rural Kansas a better place."***

– Tim Penner, KARL Sponsor & Chairman of the Board, Harper Industries



Contact us with questions at [karl@ksu.edu](mailto:karl@ksu.edu), or call us at 785-532-6300.

We are proud of the KARL network of friends and fellows and would love to talk to you about alumni from your area.

View our Impact Report, associate notes and storytelling videos at:  
[www.karlprogram.com/news-events/](http://www.karlprogram.com/news-events/)