

NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS

LEADERSHIP PROGRAM

*NAICC Leadership Program's purpose is to help ensure agricultural sustainability
by facilitating the growth of new leaders within NAICC*

INFORMATION AND APPLICATION



PROGRAM OBJECTIVES:

1. Enhance leadership skills and personal development.
2. Promote NAICC, the crop consulting, research consulting, and quality assurance professions, and advocate for agriculture.
3. Encourage networking and rapport among ag professionals
4. Prepare leaders to be an effective resource for regulators in relation to agriculture

*Sponsored in part by:
Foundation for Environmental Agriculture Education
FMC Corporation
AMVAC Chemical Company*



OVERVIEW AND APPLICATION PROCESS

The NAICC Leadership Program (NAICCLP) consists of five modules over a one year period starting and ending with the NAICC Annual Meeting.

Module I **NAICC Annual Meeting**

The NAICC Annual Meeting is an excellent way to hone leadership skills and work closely with the current NAICC leadership. Time at the Annual Meeting is estimated at a minimum of 5 days.

Participant's responsibilities include:

- *Meeting with their mentor, setting goals for the upcoming year, and getting prepped for Module II in Washington, D.C.*
- *Participating on at least one NAICC committee meeting*
- *Participating in New Members events*
- *Interacting with exhibitors in the Exhibit Hall and at the Sustaining Members reception*
- *Assisting members of The Foundation with their silent auction and raffle*

Module II **Ray Young Governmental Affairs Module**

This module focuses on promoting NAICC and how to be an effective resource for lawmakers and government agencies. Estimated time for the Ray Young Governmental Affairs module is approximately 4 days.

Participant's responsibilities include:

- *Visiting with NAICC Governmental Affairs Committee member(s) and reviewing the Ray Young Washington Leadership video (if not done in Module I)*
- *Accompanying Executive Board or Governmental Affairs Committee members on Hill visits to lawmakers and government agencies.*
- *Attending the Crawfish Boil on the Hill*
- *Collaborating with other participants on a newsletter article about Module II*
- *Providing input to the NAICC Executive Board regarding issues discussed on visits in Module II*



Module III Networking Field Visits

NAICCLP participants will individually visit another NAICC member's facility who shares the participant's area of expertise and an NAICC member's facility that is outside of the applicant's area of expertise. A sponsor, analytical lab, or equipment manufacturer may also be included. Estimated time for the Networking Field Visits is 3-4 days.

Participant's responsibilities include:

- *Discuss with host the business aspects of their facility along with local, state and national issues affecting the host and his/her clients.*
- *Submitting a newsletter article about experience with hosts*
- *Sending thank you notes to hosts*

Module IV Dale Carnegie Course

During the year, the participant will participate in the Dale Carnegie course in or near their hometown. In-person participation of the class is preferred, but it can be taken online.

Module V NAICC Annual Meeting

During the second NAICC Annual Meeting, the participant will use their newly learned leadership skills to work closely with the current NAICC leadership. Time at the Annual Meeting is estimated at a minimum of 5 days.

Participant's responsibilities include:

- *Prior to the Annual Meeting, the participant should collaborate with other participants on a newsletter article about experience in the Leadership Program.*
- *Participate in NAICC committee meetings*
- *Make a presentation about the Leadership Program*
- *Participate in New Members events*
- *Interact with exhibitors in the Exhibit Hall and at the Sustaining Members reception*
- *Moderate a session at the Annual Meeting if necessary*
- *Assist members of The Foundation with their silent auction and raffle*



Eligibility and Selection Process

Applicants must be a member in good standing of NAICC. A maximum of four applicants will be selected for each leadership class.

Application

Completed application consists of Application document (6 pages); signed Acknowledgements Page, and signed Commitment Pages.

Selection Process

All applications will be reviewed by the NAICC Leadership Program Committee. A maximum of three candidates will be chosen and submitted to the NAICC Executive Board for final approval.

The NAICC Leadership Program is for individuals who:

1. Are dedicated to NAICC, the crop, research and quality assurance consulting professions, and the success of the NAICCLP
2. Have a willingness to participate in all activities to learn, grow, and promote NAICC
3. Have integrity, character, and the ability to get along with others

Participant Expenses

Participants are asked to pay a \$500 participation fee to demonstrate their commitment to this program and to help offset expenses such as printed materials, travel, lodging, and speaker fees. The participant's employer is encouraged to pay this fee as part of their commitment to this program.

Payments can be made by check or credit card and are due upon notice of acceptance to the program. Scholarships are available. Check the appropriate box on the application or contact Allison Jones, NAICC Executive Vice President for more details.



Participants are responsible for travel, lodging and registration fees to the Module I NAICC Annual Meeting. Participants will be compensated for 2 hotel room nights at the Module IV NAICC Annual meeting, provided they have completed the requirements of the program which include writing the newsletter article as well as making their presentation on the Leadership Program.

NAICC will be financially responsible for all travel, lodging, and meal expenses related to the Ray Young Government Affairs Module (Washington, D.C. trip) and the Networking Field Visits.

Other out-of-pocket expenses will be the responsibility of the participant including hotel/travel incidentals (examples: telephone, movies, snacks, bar, non-program meals, Internet use, laundry, etc.), transportation and/or medical insurance needs.

Employer Commitment

Participants should discuss this program with their supervisor. NAICC hopes that employers will encourage employees to participate in a program that will develop leadership skills and obtain a broader understanding of American agriculture. It is important that employers understand that participants will be expected to attend two NAICC annual meetings. Employees will also be expected to take time away from their regular responsibilities for the Ray Young Government Affairs Module (Washington, D.C. trip) and for the Networking Field Visits.

Deadlines

Applications due:	November 1
First annual Meeting:	January
Ray Young Governmental Affairs Module:	March
Networking Visits:	Summer or Fall
Second Annual Meeting:	January



Participant Expectations

It is an honor to be a part of the NAICC Leadership Program, and participants are expected to be responsible leaders who project a positive image of themselves, NAICC, their communities, and agriculture. All participants are expected to:

- Attend all seminars, tours, and program activities
- Be punctual
- Be committed to learning and personal growth
- Be courteous and respectful to class members, speakers, hosts, tour guides, staff, donors, guests, alumni, and program directors
- Interact with class members and participate in program activities such as assignments, presentations, and discussion sessions
- Be willing to listen respectfully to speakers or class members with differing ideas, beliefs, and value systems
- Complete seminar/program evaluations
- Send thank-you notes to speakers and tour guides
- Grant permission for use of one's name, photo, and a description of business
- Actively participate in alumni activities following graduation

Code of Conduct

Attendance Policy –Attendance is mandatory for all modules/sessions. Participants agree to arrive on time and stay until the end. Participants are expected to stay overnight at the designated hotel locations unless otherwise approved by NAICC staff. While circumstances may arise that prevent your attendance, there are no excused absences. As developing leaders, you are the ones who will have to prioritize and balance your commitments to your families, your businesses, and your peers. Participants are expected to notify the staff prior to the sessions of any anticipated absences. Participants may be held liable for any hotel/food expenses associated with their absence. Participants who miss more than one seminar may forfeit travel seminar opportunities and may be dismissed from the program without a participant fee refund.



Alcohol Policy - As leaders and program participants you are representing your state, your industry, and NAICC. Consequently, excessive consumption of alcohol during any scheduled NAICCLP event is unacceptable and grounds for dismissal from the program without participant fee refund.

Tobacco Products Policy – Tobacco use during any indoor seminar session is prohibited. Participants are expected to abide by any and all local regulations.

Electronic Devices - All electronic communication devices are to be stowed out of sight and out of hearing during formal seminar sessions and study tour presentations. Laptops/ tablets may be used only for program activities during seminar sessions. Participants are free to use their electronics during breaks.

Dress Code - Dress and appearance are part of professionalism; thus, NAICCLP participants are expected to abide by the following dress codes. Generally, business casual is required for most sessions. Business attire will be required for the Ray Young Governmental Affairs module. For field visits, dress appropriately as situation dictates.

Business Attire: Men - coat, tie, dress shirt/pants and dress shoes
Women - dress or business suit/slacks, dress shoes

Business Casual: Men - casual slacks, khakis, collared shirts, and casual shoes
Women - casual slacks, skirts, blouses, polos, casual shoes



NATIONAL ALLIANCE OF INDEPENDENT CROP CONSULTANTS LEADERSHIP PROGRAM

APPLICATION

DATE: _____

PROFESSIONAL SPECIALIZATION: (check all that apply)

Crop Consultant Quality Assurance Research Consultant Other: _____

NAME: _____

COMPANY: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____ COUNTRY: _____

PHONE: (BUSINESS) _____ HOME: _____

MOBILE: _____ FAX: _____

E-MAIL: _____

Member of NAICC Since: _____

PERSONAL INFORMATION

Date of Birth: _____ Gender: Male Female

Spouse's Name (if applicable): _____

EDUCATION

Please list highest level of education achieved

Name of School: _____

Date of Graduation: _____ Diploma/Degree _____

Major: _____ Minor (if applicable) _____



EMPLOYMENT

Are you self-employed? _____

If you work for a company, what is your position? _____

Name of Immediate Supervisor: _____

Please list work experience since high school: _____

Please list all state(s) in which you consult/work: _____

Please list the crops for which you consult: _____

PROFESSIONALISM

List any NAICC leadership activities in which you are/were involved: _____

List any professional organizations of which you are a member: _____

List any community services/activities in which you are involved: _____



List any honors you have received personally and professionally: _____

ESSAY

In 250 words or less, please tell us why you are interested in the NAICCLP and how you would expect to use the knowledge and experience gained. You may also attach your essay to this application.



Acknowledgments

~ Emphasis on Safety ~

We are serious about safety. We expect you to be serious about safety also by following the instructions of various tour guides and hosts, by acting prudently, and by using good judgment. NAICCLP offers a wide array of exciting learning opportunities. However, participation does carry a degree of risk and personal responsibility. It is important to read and understand the following caveats.

Although the National Alliance of Independent Crop Consultants (NAICC) has taken precautions to ensure an enjoyable, educational, and safe experience, it is impossible to guarantee absolute safety. There is inherent risk in travel. Conditions at various tour destinations and actions of other parties, such as drivers, event holders, sponsors, and organizers, are beyond our control. By signing below, you acknowledge that the National Alliance of Independent Crop Consultants (NAICC) affiliates are not responsible for the errors, omissions, acts, or failure to act of any party or entity conducting a specific event, tour, or activity as part of this program.

~ Emergency Medical ~

By signing below, you authorize the National Alliance of Independent Crop Consultants (NAICC) or its authorized designee to obtain emergency medical treatment for you, if needed, as may be deemed advisable. You understand that the NAICC does not provide health insurance for you and that you should carry your own health insurance. You will be financially responsible for any costs of such treatment. Further, by signing you certify that you are physically fit and sufficiently prepared to participate and that you are not disobeying instructions from a qualified medical professional who advises against your participation.

~ The Legal Stuff: Waiver & Release of Liability ~

In consideration for being allowed to participate in the NAICC Leadership Program, you assume responsibility for your own safety and needs and for all of its potential risks. Participation in this program is strictly voluntary, and by signing you acknowledge that you freely choose to participate.

With the intention of being legally bound by this document, the undersigned hereby releases from liability and agrees to indemnify and hold harmless the National Alliance of Independent Crop Consultants (NAICC) and any of its employees, contractors, volunteers, or agents representing National Alliance of Independent Crop Consultants (NAICC). This release is for any and all liability for personal injuries (including death), disability, property losses or damages, property theft, or actions of any kind which may occur as occasioned by or in connection with traveling, activities, or accommodations relating to this program. The undersigned hereby forever acquits and discharges the National Alliance of Independent Crop Consultants (NAICC) and any of its employees, contractors, volunteers, agents, or affiliates of and from any and all actions, claims, causes of actions, loss of services, loss of earnings, costs, demands or damages, on account of or in any way arising out of any and all known and unknown causes which may occur with the aforementioned. By signing, you understand that this document is written to be construed broadly to the maximum extent permissible under applicable law. If any portion is held invalid or unenforceable, then you agree to be bound by the remaining terms.

I CERTIFY THAT I HAVE READ THIS DOCUMENT. I FULLY UNDERSTAND ITS CONTENT. I AM AWARE THAT THIS IS A RELEASE OF LIABILITY AND IS LEGALLY BINDING UPON ME, MY AGENTS, AND HEIRS. I SIGN IT OF MY OWN FREE WILL.

Applicant's Signature

Date



PARTICIPATION COMMITMENT

Participation Fee Payment - Please indicate how you will handle the participation fee

- I will personally pay the full amount
- My employer/sponsor will pay the full amount
- My employer/sponsor will pay a partial amount, and I will be responsible for the balance
- I would like information on scholarship assistance

If employer/sponsor is paying part of or the entire fee, please complete the section below:

Amount to be paid by employer/sponsor: _____

Signature of employer/sponsor: _____

Printed name of employer/sponsor: _____ Title: _____

Employer/Sponsor mailing address: _____

All participants are required to attend ALL program sessions in their entirety. Refunds will not be given if participant does not fulfill these requirements.

Employer Commitment - FOR APPLICANTS WHO ARE NOT SELF-EMPLOYED please have your immediate supervisor complete the following section.

If _____ is selected to participate in the National Alliance of Independent Crop Consultants Leadership Program, we agree to provide time away from work for him/her to attend all required activities of this program as well as any expenses not covered by the applicant or NAICC.

I have read the materials provided in the National Alliance of Independent Crop Consultant Leadership Program Information and Application packet and am aware of the time and resource requirements of this program.

Signature of employer/supervisor: _____

Printed name of employer/supervisor: _____ Title: _____



Spouse Commitment - Spouses are an important part of this program and need to be knowledgeable about the program and the time commitments. We ask spouses to make a commitment as well by signing below acknowledging your willingness to support your spouse's participation in this program. As a way of showing our appreciation, we will extend complementary spouse registration to the NA-ICC Annual Meeting where your spouse will be honored.

Spouse Signature: _____

PARTICIPANT COMMITMENT - I, the undersigned applicant, attest to everything stated in my application is true and complete.

I have read all of the information in the National Alliance of Independent Crop Consultant Leadership Program Information and Application packet indicating the requirements for participation in the program and agree to all responsibilities outlined within. I also agree to commit the time and resources necessary to attend all functions.

I also agree to the release NAICC, its staff and Executive Board members of liability as outlined on the Acknowledgement page.

Applicant's Signature: _____ Date: _____

Return application to:

**NAICC
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VONORE, TN 37885
423/884-3580
Fax: 423/884-3199
AllisonJones@NAICC.org
www.NAICC.org**

