

Agricultural Leadership Program

PROGRAM BROCHURE

»»» APPLY NOW

The Agricultural Leadership Foundation of Hawai'i is recruiting applicants for Class XVIII of the Agricultural Leadership Program (ALP). Apply by June 15, 2023.

*Developing
Ag Leaders
for Hawai'i
since 1982*





What is the Agricultural Leadership Program (ALP)?

ALP is the signature training program of the Agricultural Leadership Foundation of Hawai'i (ALFH), a non-profit 501(c)(3) organization established in 1982. ALP is a multi-disciplinary statewide program that brings together promising leaders from Hawai'i's diverse agriculture sector. ALP focuses on developing knowledgeable, multicultural leaders who have the skills necessary to find solutions to current issues that challenge agriculture, natural resources and communities at local, state and national levels.

ALP offers participants an in-depth look at Hawai'i's diverse agricultural system through in-person **site visits** that explore challenges and opportunities associated with agricultural operations; provide insights into the supply chain, transportation and value-added activities; and increase exposure to government policymaking and implementation. Participants will take part in **workshops** that focus on leadership and skill development as well as activities that provide **network building** opportunities. These three components combine to help participants develop the knowledge, tools and relationships to be more successful in their professional and community endeavors.

Note: ALP is not a training program in farm production. ALFH does not engage in lobbying activities as an organization or group.



Why is ALP needed?

Agriculture remains important to Hawai'i's lifestyles, economy and to the preservation of its natural resources. Unfortunately, agriculture is largely misunderstood by the average person. In these times where divergent views of agriculture tend to pull the sector apart, it is more important than ever to work together. The economic and cultural vitality of agriculture and rural communities has reverberating effects throughout our entire society. ALP is needed to nurture industry and community leaders who can help achieve a healthy, thriving, sustainable agriculture sector for Hawai'i. Graduates of the program are encouraged to take leadership roles in bringing about solutions to issues that shape Hawai'i's agriculture, natural resources and rural communities and increase sustainability within our island communities.





What is the schedule for ALP Class XVIII?

Over a period of 14 months, participants will attend a series of seven travel seminars including a two-week national trip. Cohort members will also participate in virtual program content which will include an initial program kickoff meeting, seminar prep meetings (held two weeks prior to each trip), as well as planning meetings scheduled by the Program Director and class. Additional virtual program content may also be offered. Cohort members are required to attend all travel seminars and scheduled virtual program elements. Failure to do so may result in non-completion of the program. Please mark your calendar to ensure your availability before applying. The seminars and virtual program elements will be held according to the following schedule:

Travel Seminars			
#	Location	Dates	
S-1	Hawai'i Island	September 30 - October 4, 2023	
S-2	O'ahu	December 5 - 8, 2023	
S-3	O'ahu	February 6 - 9, 2024	
S-4	Kaua'i	April 10 - 12, 2024	
S-5	Maui	June 5 - 7, 2024	
S-6	Washington, D.C. & State of Choice	September 8 - 20, 2024	
S-7	Location TBD	November 2024 (Dates TBD) Graduation	
Virtual Components*			
#	Component	Date	Time
V-1	Program Introduction	September 6, 2023	11:30 am - 1:00 pm
V-2	Hawai'i Island Seminar Prep	September 20, 2023	11:30 am - 1:00 pm
V-3	O'ahu Seminar Prep	November 22, 2023	11:30 am - 1:00 pm
V-4	Legislative Introduction	January 10, 2024	11:30 am - 1:00 pm
V-5	Legislation Opening Session	January 17, 2024	TBD
V-6	O'ahu Seminar Prep	January 24, 2024	11:30 am - 1:00 pm
V-7	Kaua'i Seminar Prep	March 27, 2024	11:30 am - 1:00 pm
V-8	Maui Seminar Prep	May 22, 2024	11:30 am - 1:00 pm
V-9	National Trip Planning	June 12, 2024	11:30 am - 1:00 pm
V-10	National Trip Planning	July 10, 2024	11:30 am - 1:00 pm
V-11	National Trip Planning	August 7, 2024	11:30 am - 1:00 pm
V-12	National Trip Planning	August 21, 2024	11:30 am - 1:00 pm
V-13	Graduation Prep	October 23, 2024	11:30 am - 1:00 pm

**Virtual component dates are subject to change*



What are the Program Components?



Network Building

Successfully building networks is a foundational component of the Agricultural Leadership Program. Participants will have the opportunity to learn from and network with ALP alumni and many others who contribute to the program. Through engagement with others in the cohort, site visit hosts and resource speakers, each participant will learn, practice and hone new approaches and networking skills to maximize future opportunities.



Leadership Development and Skill-Building Workshops

ALP aims to offer a dynamic program designed to stretch participants' knowledge and skills. Cohort members will participate in leadership development and skill-building workshops presented by professionals on topics ranging from facilitation to conflict communications. Workshop topics and content may vary due to current issues, cohort interest and availability of professionals. Cohort members will have opportunities to practice and develop personal and leadership skills throughout the program.



Group Exploration in Hawai'i

Site visits to farms, ranches, aquaculture and ag-forestry businesses, nurseries, watershed protection areas, cultural projects and other rural community endeavors are an essential component of the program. Seminars will focus on local and state issues such as water, land, labor, markets and sustainable practices.



Exploration in Government Processes

ALP aims to help participants understand the system and process to set or change policy, regulations and laws affecting agriculture. Through visits with administrators and the State Legislature and to Washington, D.C., participants will gain first-hand exposure to government policymaking and implementation at the state and national level. Participants will meet Hawai'i's Congressional delegation and administrators within the U.S. Department of Agriculture in Washington, D.C. and will learn about national agricultural policies and issues.



Beyond Hawai'i

The cohort will collaboratively select a state of the group's choice to visit. The trip will occur immediately following the visit to Washington, D.C. The state trip allows participants an in-depth view of agriculture and affiliated sectors in another area which sparks tremendous energy, conversations and ideas to bring home.



Team Planning Requirements

An important aspect of ALP is the involvement of class participants in program planning. Participants will assist with planning seminars, working both individually and on small teams. The National Trip takes a significant amount of planning and every class participant will play a role on in the following:

- Washington, D.C. planning
- State planning
- Congressional white paper development
- Makana coordination (messages and gifts of appreciation)



Assignments

Participants will be required to complete assignments and utilize a class message board throughout the program. Assignments may include but are not limited to:

- Creating and delivering presentations
- Planning and facilitating seminar site visits and activities
- Reading and discussing books, news and journal articles
- Tracking and updating the cohort on select legislative bills relating to agriculture
- Developing communications to share outcomes of seminars, site visits and team projects
- Development of a class white paper for use on Congressional visits



What are the requirements for successfully completing ALP?

Participants are required to attend seven seminars including a national trip. Interisland seminars range from 3 to 5 days and the national trip is approximately two weeks long. Seminars include full days of scheduled activity. ALP assignments to include pre- and post-seminar homework and other related projects must be completed on time. Participants will work in teams and play an active (and at times a leadership) role in planning seminars. Participants must have computer access with a reliable internet connection to support email, video conferencing and streaming, Google applications and other online tools. Participants must check and respond to ALFH staff and program communications in a timely fashion. Directions and support will be provided as needed.



What are the challenges to participating in ALP?

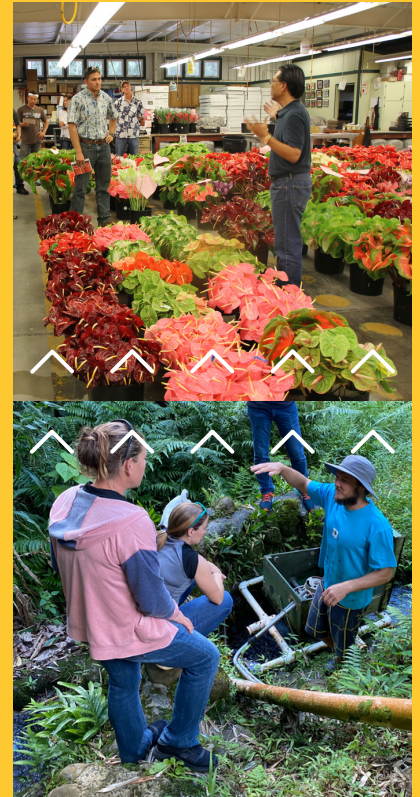
Participants must make a serious commitment to ALP and should assess how it will affect their time and income. The time commitment is often the most significant challenge. Applicants must be able to complete coursework and travel while still meeting their job, personal and family commitments. Applicants should also be aware of the financial commitment of the program which is explained within this brochure. ALP alumni are available to provide insight into how time challenges can be managed and also to provide first hand experience on the benefits of participating in ALP.



Who should apply for ALP?

ALP seeks applicants who have demonstrated a serious commitment to lead in their line of work and in their agricultural, natural resource, or community activities. Priority is given to applicants who work directly in agriculture (e.g., production of crops, livestock, forestry, ornamental and/or turf crops) or agriculture industry support endeavors (e.g., processing, handling, shipping, delivering products to the consumer, financing, government services and management). Natural resource management professionals who work closely with agricultural communities, as well as those involved in rural community development, are also given due consideration and are invited to apply. Applicants must have a commitment to strengthen agriculture in Hawai'i.

All applicants must be U.S. citizens or green card holders that have resided in Hawai'i for at least two years. Applicants must show a commitment to remain in Hawai'i and have approval from their employer to invest the required time to participate in ALP. Self-employed individuals must demonstrate their ability to be away from their enterprises for the necessary amount of time.



How do I apply for ALP?

Applicants are required to submit an ALP Application, an Employer's Commitment Form (if applicable), and three ALP Recommendations Forms. **To begin the application process, visit agleaderhi.org/apply. All application materials must be received by June 15, 2023.**



What is the process for selection to ALP?

The Selection Committee, composed of ALFH program staff, ALFH board members, and ALP alumni, will review applications and select those who will be interviewed. Interviews will be held via webinar from **July 7 - 17, 2023**. Applicants will be notified of the Selection Committee's decision by **July 24, 2023**. Selectees must commit to the program by **August 7, 2023**. Those selected will be required to submit additional registration information by **August 14, 2023**.



June 15, 2023
Application materials due



July 7 - 17, 2023
Interviews for candidates



July 24, 2023
Applicants notified



What criteria will the Selection Committee use to determine who is selected for ALP?

A strong application will clearly indicate how the applicant meets the criteria below. Applicants selected to be interviewed will also effectively communicate their strengths during the interview process.

- Interest and desire to participate in ALP
- Demonstrated leadership qualities as evidenced by community, industry or government organizational activities and positions of responsibility
- Demonstrated abilities to work as part of team or in a team framework
- Commitment to strengthening agriculture in Hawai'i and creating sustainable communities
- Commitment to learning and personal growth
- Ability to maintain a civil and cooperative approach to learning and engaging with others who hold divergent opinions, approaches, backgrounds, etc.
- Written, verbal, and non-verbal communication skills
- Ability to utilize technology to collaborate and achieve program objectives
- Ability to commit the time and resources necessary to complete the program, including travel

Each class will reflect a diverse representation of geographical locations and agriculture industries. All applicants will be considered without discrimination. The Agricultural Leadership Foundation of Hawai'i does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.



Who will be selected for ALP?

An ideal ALP cohort will include 10-14 participants from large, medium and small for-profit agriculture-related companies, as well as representation from non-profit groups and government agencies that connect directly to agriculture and natural resources. A diverse cohort is central to developing effective resources and relationships that will last long beyond the program's conclusion. Additionally, the diversity of the group leads to a more thorough understanding of agriculture and the challenges and opportunities that exist.



If I am not selected for ALP, can I reapply at a later date?

Yes. Any applicant who is not selected is encouraged to reapply. At this time, ALFH plans to begin a new cohort approximately every two years. Interested participants are encouraged to sign up for ALFH's email list.



August 7, 2023
Selectees confirm



August 14, 2023
Registration info due



September 6, 2023
ALP Class XVIII begins



What is the cost to participate in ALP?

The tuition for Class XVIII Agricultural Leadership Program is \$7,500 per participant. The value of ALP is estimated to be over \$25,000 per participant. Much of this cost is subsidized by the fundraising efforts of ALFH.

ALP tuition covers the following expenses:

- Six inter-island trips (20 days) (see schedule for dates and location information)
- One 12-day mainland trip to Washington D.C. and the state of the class' choice
- Leadership development workshops and supplies
- Facilitation workshop and supplies
- Virtual planning meetings
- Airfare
- Ground transportation (To reduce program costs,, ALP cohort members are asked to assist with ground transportation on their home islands when possible.)
- Shared lodging
- ALFH planning and coordination support

ALP tuition does not include:

- Meals during trips
- Transportation to/from home to airport
- Incidental expenses



What is the ALP Tuition Payment Schedule?

ALP Class XVIII tuition may be paid in full at the onset (due September 1, 2023), or paid in three installments. Payments can be made by check, money order, or credit card. Credit card payments will incur an additional fee. Applicants are encouraged to obtain all or part of the tuition from the businesses or organizations to which they belong.

Installment	Due Date	Amount
1	September 1, 2023	\$2,500
2	February 1, 2024	\$2,500
3	July 1, 2024	\$2,500



Are there additional personal costs associated with participation in ALP?

All meals, transportation to/from airport to home, and incidental expenses are the responsibility of each participant, and may average \$50 - \$100 per day. Airfare to/from the participant's home island, shared lodging, and in-seminar ground transportation is provided. Private lodging may be available for an added cost that is payable in advance of the related seminar. Changes made to lodging after the cancellation period may result in additional fees. Changes to ALFH provided airfare arrangements and costs associated with those changes are the responsibility of the participant. Payment of tuition, lodging, or other expenses can be made by check, money order, or credit card. Credit card payments will incur an additional fee.



Are there scholarships available?

ALFH offers a limited number of partial scholarships to exemplary candidates who demonstrate a clear financial need. To apply, participants need to complete the ALP Scholarship Application that is included within the ALP Application.



How can I find out more about ALP if I still have questions?

Email Director@agleaderhi.org

Call 808.947.2914

Sign up for an informational webinar with the Program Director and ALP alumni. Scheduled webinars are listed below. Additional webinars may be offered based on interest. Register online at: agleaderhi.org/apply

- Tuesday, May 9, 2023 from 11:30 am - 12:30 pm
- Tuesday, May 23, 2023 from 11:30 am - 12:30 pm



Agricultural Leadership
Foundation of Hawai'i

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