

3:15 Selection

National Leader Development Initiative

*"I will give you shepherds after my own heart, who will lead you with knowledge and understanding."
Jeremiah 3:15*

CRITERIA

1. **Empowering leaders** – supervisors, team leaders, project managers or others who are leading and empowering people contributing to a national initiative. To most benefit from 3:15, the candidate needs to have decision-making authority in his/her leadership context.
2. **Completed application** - all candidates will be asked to fill out an application and communicate WHY they want to participate in 3:15.
3. **Two recommendations** - One from a supervisor and one from someone the applicant currently leads or works with of a different gender or ethnicity..
4. **Affirmation of Field Leaders Team (FLT)** - As a part of the selection process the FLT will be asked to give an affirmation of all applicants. *(The applicant does not need to do anything to secure this affirmation.)*
5. **Navigator commitment** – all 3:15 participants must be providing leadership in a Navigator context, have a Navigator JD and supervisor. *(Full time Navigator staff will be given priority consideration.)*
6. **Availability** – 3:15 is a 2 year intensive program at a graduate school level with an expectation to complete all assignments in a timely manner. Participants need to be prepared to give 4-6 hours a week to a 3:15 workload designed to align with a leader's current job. It is not advisable to be committed to another training/ development opportunity while doing 3:15.

SELECTION PROCESS

Names of potential candidates will be gathered from a variety of national, regional and local leaders. These names will be reviewed by a selection council to determine a list of 45 leaders who will be invited to apply for 3:15. An invitation to apply does not guarantee an invitation to 3:15, rather it is one step in the discernment process. The final invitation list, decided by the 3:15 Team, will consist of no more than 30 leaders.

APPLICATION

The application consists of 4 parts and will take approximately 30 mins to complete.

- Criteria assessment
- Commitment/availability to 3:15
- Personal assessment
- Recommendations

QUESTIONS TO CONSIDER if you are interested in 3:15:

1. Do you meet the criteria for 3:15?
2. Have you discussed this opportunity with your supervisor? *(Supervisor recommendation is required.)*
3. Is 3:15 the next best development opportunity for you? Is there a different opportunity that better fits your current leadership role?