Arizona Association of REALTORS

**Leadership Development Program Task Force**

The 2014 Business plan contains the following objective: The feasibility of offering the LTA or a portion of the LTA program is studied and implemented (if determined it is wanted).

The task force was appointed to determine if there is a need for AAR to develop a statewide Leadership Development program and if so, who would be the target audience and what would the topics and format be. The task force, chaired by Holly Mabery, met on January 13. Task Force members included: Evan Fuchs, Frank Dickens and Pamela Frestedt.

Concern was expressed that both local and state volunteer pool is shrinking and eventually the associations could be faced with a lack of volunteers, lack of new volunteers or lack of prepared volunteers. The task force also recognized that many associations do not have the resources to develop their own program.

The task force discussed the overall focus of programs that are currently available as well as barriers to some of the programs **unanimously agreed that AAR should develop a statewide Leadership Development program. The task force would like to continue to develop the concept and bring back final recommendations to the PBD Committee at their next meeting.**

Initial concepts include:

* Program be delivered in modular format (potentially with some classes delivered through the local associations and some through AAR)
* Target class size be 30 students or less
* Application based (consisting of letter of interest and possibly a recommendation)
* AAR partially subsidize the cost to ensure affordability
* Target audience for the rollout should include AAR chairs/vice chairs and presidents-elect. Open to others if space available. Overall target for the program would include any future or current leader.
* Program kickoff\* would be the day before REALTOR Day 2014, with some of the remaining classes offered in conjunction with other AAR programs. Target graduation timeframe would be at the Spring Convention. Teaser class should be offered in conjunction with AAR Leadership Conference in 2013.
* Applicants in the second year and beyond obtain a recommendation from a past attendee
* Some type of nominal registration fee be charged
* Topics could include: fiduciary duties, financial management, life balance, committee management, communication, conflict resolution, and community service.
* Program possibly include some type of project with students working together to develop and implement (such as develop a RAPAC fundraising event, develop a logo, develop a community event, etc)

The task force will continue to flush out the program topics, budget, target audience, program name and logo, instructors, marketing message and present final recommendations to the PBD Committee at the March meetings. If approved at that point, we will start development with target completion timeframe in September.

*\*program teaser class option could be held in conjunction with REALTOR Caucus with first class held at the Leadership Conference*.