

# Program Description and Application Instructions

**Deadline to Apply: December 1, 2024**

The Society of American Military Engineers (SAME) seeks creative and innovative problem-solvers to participate in the Leader Development Program (LDP). Working with support from the SAME Foundation, the LDP identifies talent from within the SAME membership to deliver leadership training for the A/E/C industry and SAME. The LDP ensures strong leadership to tackle our nation's national security infrastructure challenges now and in the future. The target participant is an enthusiastic, mid-career professional dedicated to the mission and strategic direction of the Society.

## Who May Apply?

Members of the Society of American Military Engineers with at least one-year of membership in the Society as of December 1, 2024, and with five years of progressive professional experience may apply. Most of our candidates have 1-15 years of experience in the A/E/C industry so we do not have a strict lower and upper experience limit. We are looking for LDP participants who have diverse experience and are ready for increased responsibilities within the Society and our industry. Past participants have come from military, government, industry, and academia.

### ★ ★ ★ KEY DATES ★ ★ ★

#### PROGRAM YEAR

May 2025-May 2026

#### APPLICATION PERIOD

October 1-December 1, 2024

## Program Overview

The program is a yearlong commitment beginning at the 2025 SAME Joint Education and Training Conference (JETC). The LDP graduation will be held at JETC 2026.

The one-year program is broken into three focus areas:

1. **Know Yourself**
2. **Know Your Team**
3. **Know Your Future**

The program will kick-off the year with a classroom session at JETC 2025 facilitated by a professional experienced in the science of personality strength assessment and leadership coaching. The goal of the classroom session is to identify how each candidate's perception of the world around them informs their decision-making, and ultimately defines their values and beliefs. JETC 2025 will set the foundation for the rest of the year.

The class will consist of 20 participants.

## Program Objectives

- Support the development of the next generation of world class military, government, civilian, and industry leaders for the Society and our Nation.
- Understand individual strengths and how to apply these strengths to achieve success.
- Understand team-building concepts including roles, responsibilities, and accountability.
- Develop leadership skills through training, assignments, a service project, and other opportunities.
- Foster leadership for the Nation!

## Program Details

### Methodology

Training information will be presented through a combination of classroom-style lectures, seminars, simulations, and hands-on experiences (a service project) throughout the program year. Participants will engage in detailed class discussions and synthesize concepts for application in their current and future leadership roles.

### Reading Assignments

Participants are required to read and be prepared to discuss 3-4 books during the program.

A reading list will be furnished to participants. Do not buy the books until the final list is confirmed. Purchase of the books will be the responsibility of the participant. Examples of books from previous LDP classes include:

BOOK	AUTHOR
<i>Expect to Win</i>	Carla Harris
<i>Good to Great</i>	Jim Collins
<i>Daring Greatly</i>	Brené Brown
<i>The 5 Dysfunctions of a Team</i>	Patrick Lencioni
<i>Team of Teams</i>	Stanley McCrystal
<i>The 360 Leader</i>	John Maxwell
<i>Dare to Lead</i>	Brené Brown
<i>Extreme Ownership: How U.S. Navy Seals Lead and Win</i>	Jocko Willink & Leif Babin
<i>Leaders Eat Last</i>	Simon Sinek
<i>The Vision Driven Leader</i>	Michael Hyatt

### Mentoring

Participants will select a mentor to help shepherd their professional development throughout the year. If a mentor isn't readily available, participants can ask their Post President or Regional Vice President for suggestions. The Academy of Fellows has agreed to pair participants up with a fellow, if needed.

### Utilization Project

The Utilization Project Implementation Capstone (UPIC) requires that LDP participants make use of the leadership skills gained throughout the program. By initiating, leading, and completing a UPIC of their choice, participants apply their knowledge gained and skills learned through the program as well as providing service, leadership, and value to the Society and our members.

UPIC's can vary due to the participant's interest; chosen level of Society participation (Post, Regional, or National); local or national committee interests/needs; and availability to provide service to any SAME member, Federal Agency, SAME strategic partner, Posts, Regions, or SAME National. All UPIC's will be approved by the SAME Executive Director to ensure tangible and valuable outcomes.

UPIC topics and execution should include the strengths and desires of the candidate as well as the mission, vision, goals, and values of the Society.

## Participation Outcomes

Upon completion of the 2025-26 LDP, participants will gain the following in preparation for increased leadership responsibilities:

- 120+ hours of formal leadership training
- A perspective larger than their organization
- Ability to understand and embrace change
- Incorporate the perspectives of peers, customers, stakeholders, and industry partners
- Understand how leaders articulate and use vision and values
- The power of diversity
- Promote cooperation, collaborative team building, and networking
- Develop knowledge and skills necessary to form relationships, teams, and partnerships
- Develop an understanding of mission, vision, and challenges of partnering agencies and stakeholders

## Participant Responsibilities

### Commitment of Time

- Selection and participation are privileges. Participants must commit to the time during and after normal duty day hours. Participants must be able to travel. Participation is entirely voluntary. Most employers cannot afford for staff members to engage in a yearlong program where the employee will be away from their office responsibilities. Therefore, this program has been designed to offer optimal benefits using the least amount of out-of-office time possible. Estimate time required by participants:
- 2025 JETC – 5 days (up to 20 hours of LDP training/activities. Details may change.)
- 2026 JETC – 5 days (up to 8 hours of formal training plus graduation ceremonies.)
- Monthly Webinars and Book Discussions – 20 hours
- Monthly Preparation and Reflection – 14 hours
- Reading Assignments – 24 hours
- UPIC Project – up to 50 Hours Depending on the Project

### Attendance

Program participants must attend JETC 2025, provide an initial briefing of their UPIC project, and a final brief of the UPIC. Throughout the year participants are expected to attend all on-line class sessions, as well as JETC 2026. We understand conflicts do come up and that work must come first at times therefore online sessions are recorded. If a participant misses a session, they are expected to listen to the recording of the session missed.

If a participant misses more than three hours of program sessions, or a mandatory program session, they may be dropped from the program. All mandatory sessions (listed with an \*) and other session dates are listed below. Employees must work out the time and absences in accordance with their own organizational policies.

### Program

Participants will meet with leaders from government, private sector, and academic fields to discuss issues impacting our nation and explore each topic with special attention focused on building core competencies. The 2025-26 LDP tentative sessions, subject to change based on speaker availability and new, more relevant topics are as follows:

DATE(S)	SESSION	MODULE
May 2025 (JETC)*	Introduction + Know Your Self * Mandatory in person attendance	Self
June-July 2025	UPIC Proposal & Approval	
June 2025	Attributes of a Worldclass AEC Leader + Small Group Book Discussion	Self
July 2025	Becoming the Leader You Want to Follow + Small Group Book Discussion	Self
August 2025	The Entrepreneurial Operating System + Small Group Book Discussion & Large Group Book Discussions	Self
September 2025	High Performing Teams + Small Group Book Discussion	Team
October 2025	Into the Arena: One Leaders Perspective on Building Elite Teams + Small Group Book Discussion	Team
November 2025	Global Team + Small Group Book Discussion + Large Group Book Discussions	Team
December 2025	Business Acumen & Financial Awareness + Small Group Book Discussion	Future
January 2026	Leader Resiliency in Crisis & Trauma + Small Group Book Discussion	Future
February 2026	Scenario-Based Training + Small Group Book Discussion & Large Group Book Discussions	Future
March 2026	Scenario-Based Training	Future
April 2026*	UPIC Project Final Presentations*	
May 2026*	JETC 2026 – Scenario-Based Training & Coaching as Leadership Skill *	
May 2026	JETC 2026 - Graduation	

DATES ARE SUBJECT TO CHANGE



## Program Tuition Cost

Thanks to the generous donations of individual members, sustaining members, and friends of the Society, the SAME Foundation is covering most of the cost to participate in the Leader Development Program. Participants will have their JETC 2025 and JETC 2026 registration, travel, and lodging paid by the SAME Foundation. Salary, books, and all other materials are paid for by the participant or the participant's organization.

## Benefit

The estimated cost avoidance/savings to organizations for the 2025-2026 Leader Development Program is conservatively estimated at \$10,000 per participant based on each participant taking these courses individually outside of the program. The program is expected to provide 120+ professional development hours (PDH).

## The Application

Each applicant must submit the following as part of the application:

- Online Application and Answers to Narrative Questions
- Resume
- Letter of Recommendation from Employer/Supervisor
- Letter of Recommendation from SAME Post President or National COI Chair

### ★★★★★ HOW TO APPLY ★★★★★

#### VISIT

[www.same.org/ldp](http://www.same.org/ldp) and click on the application link.

### ★★★★★ QUESTIONS? ★★★★★

#### CONTACT

Ree Miskimon, SAME National Office,  
at [rmiskimon@same.org](mailto:rmiskimon@same.org); or  
Brand Smith, LDP Chair, at [blsmith1779@gmail.com](mailto:blsmith1779@gmail.com)

In the online application, participants are asked to respond to the following questions:

#### 1. Why Do You Feel You Should Be Selected for the SAME LDP? 30 Points

Referring to your biographical information, education, and work experience, explain why you should be selected. Provide a brief synopsis of activities which show possession of the ability to lead. Activities can include leadership in SAME, your work, the community, religious organizations, and civic programs. (400-word limit)

#### 2. What Do You Expect to Gain from Participating in the SAME LDP? 30 Points

What do you expect to gain from the LDP experience and how do you see that affecting your leadership capabilities in the future? (400-word limit)

#### 3. How Do You Intend to Use This Experience to Further the SAME Mission and Vision? 30 pts

Following Your Participation, How Do You See Yourself Advancing the SAME Strategic Plan at the Post, Region, and/or National Level? (400-word limit) You can find the Strategic Plan at <https://www.same.org/news/2030-strategic-plan-implementation-status-timeline-impact/>.

#### 4. Each applicant must submit a letter of recommendation from his or her Post President or the Chair of a National COI Steering Committee. 10 pts

As well, each applicant must submit a letter of recommendation from her or his direct supervisor, stating why they are a solid candidate for this program. If the supervisor is unavailable, submission of a short statement regarding their unavailability and a letter from a former supervisor, or someone in a leadership position above the applicant's supervisor will be accepted. A letter from a Post leader may be substituted if an employer is not available.

*SAME provides equal opportunity for all persons without regard to race, color, sex, age, national origin, religion, gender, disability, sexual orientation, marital status, or political affiliation.*



## Deadline

Applications will be accepted from October 1 through December 1, 2024.

All applications MUST be submitted electronically no later than midnight (Eastern Standard Time) on December 1, 2024, for consideration. Note: Once an application is started, a candidate can revise it until the deadline.

Late or Incomplete applications will not be considered.

## Review Criteria

- Why Do You Feel You Should Be Selected for the SAME LDP? **30 Points**
- What Do You Expect to Gain from Participating in the SAME LDP? **30 Points**
- How Do You Intend to Use This Experience to Further the SAME Mission and Vision? **30 pts**
- Post President or COI Chair letter of recommendation, supervisor letter of recommendation, and resume. **10pts**

