

Accelerating Senior-Leadership Readiness®



Membership in CALIBR is strictly limited and is offered through a rigorous and highly competitive application process.

You are a high-potential leader in the Fortune 500, government, academic or non-profit sector or you are an entrepreneur.

Do you want to increase your ability to influence others within your organization?

Perhaps you want to be a more effective collaborator, someone who is capable of building relationships at every level and in every department of your organization.

Would you benefit if you were able to increase the size of your leadership network?

Maybe your network is too small, and you're interested in joining an association that will allow you to learn from other senior leaders in varying industries and sectors.

Are you interested in acquiring leadership skills that will enhance your ability to design and implement creative solutions to complex problems?

Maybe you're quite accomplished in your career, but you've hit a wall. You need to reinvent yourself by learning new tools and frameworks that will help you drive innovation in your organization.

Has your career advancement stalled?

You may find value in having a coach who will help you assess your leadership capabilities, establish new career goals, and create a leadership development plan that will get you to the next level.

In each of these scenarios, CALIBR is the answer. As a global leadership association dedicated to accelerating the careers of high potential black talent, our organization has curated an immersive leadership development curriculum. This curriculum combines relationship-building conferences with cutting-edge seminars, workshops, and training modules to help increase your effectiveness in your career and your personal life.

Membership in CALIBR is strictly limited and is offered through a rigorous and highly competitive application process. **Because of the focus on creating a mutually committed network rather than a large and impersonal organization, each year's incoming professional class is limited to no more than 50 new members.** Applicants can apply directly, or partner organizations can refer members as part of their talent management process.

CALIBR is unlike other membership organizations in that we consider ourselves, first and foremost, a network of like-minded, high achieving leaders committed to helping each other become the next generation of global executives and entrepreneurs.

CALIBR offers programming to support its members in developing the following:

1. Enterprise, Business and Other Organizational Planning

2. Design Thinking

3. Strategic Agility

4. Winning Senior Executive Sponsorship

5. Orchestrating Transformation

6. Building High-Performing Agile Teams

7. Innovation Management

8. Executive Maturity

A Coaching and Training

B Leadership Development Programming

C Networking and Member Promotion

CALIBR8: CALIBR's Signature leadership competencies development initiative that allows members to get a custom assessment of their leadership competencies. Our coaches use the results of the assessment to create a customized leadership development plan.

CASTLR Coaching: A coaching initiative for those interested in strategic leadership roles in their organizations. It includes Career Transition Support, Emotional Intelligence, Executive Presence Coaching, and more!

Boardroom Bound: Corporate board training that allows participants to learn the nuts and bolts of quality for-profit, non-profit corporate governance that is inclusive and socially responsible. Participants develop and execute a personalized Appointment Action Plan to secure the elusive corporate board appointment.

Customized Trainings: Trainings and seminars delivered to sponsor employee groups. Select topics include: strategic communication, leading change, and intelligent influence.

S.C.I.L. Academy: CALIBR's training programs that focus on helping our members build skills in Strategy, Change Management, Innovation and Leadership in these areas. Select themes and topics include: Leading With Foresight to Inform Design Thinking and Drive Innovation, Creating Value Through Connections and Collaboration.

Global Executive Forum: A high-powered, one-day forum that features academic subject-matter experts and the most senior leaders from corporate America and the non-profit sector who share lessons learned and insights about daily life as a senior executive leader in the c-suite or a leader of a global organization. The forum also includes relationship-building opportunities with other high-potentials who lead teams, business, and strategic functions.

Leadership Webinars: Leadership Webinars: Monthly webinars featuring executive development experts offering leadership tips around a business management framework to support and reinforce performance through application.

Entrepreneurship Panels and Seminars: Breakout sessions for small-business owners and aspiring entrepreneurs that provide insights on how to start or grow a successful business full-time or while managing a career. Panels and seminars have featured the following timely and relevant topics: Creating Wealth Through Real Estate, Understanding Cryptocurrency, and Navigating the Innovation Economy.

CALIBR SME Guide: A promotional vehicle that allows CALIBR to promote its members as subject matter experts in their respective fields and facilitate opportunities for members to conduct seminars and/or lead workshops. The SME book is distributed to:

- Fortune 500 Business Resource Groups,
- Small Business Networks,
- The Network Journal, and
- Colleges and Universities.

Executive Portfolio: A suite of services that include executive resume, bio, and profile development and an executive photograph for other positioning on LinkedIn and other online uses..

CALIBR Connect! Member portal designed to facilitate relationship building and engagement among members, coaches, small business owners, subject-matter experts, and executives.

OVERVIEW

Founded in 1999, CALIBR is a world-class leadership association that offers career and executive development, community service opportunities, and points of connectivity for mid-career professionals of African descent. CALIBR is a non-profit tax-exempt organization.

OUR PURPOSE

Our purpose is to be the premier global membership organization, leadership development resource, and network to accelerate the senior-leadership readiness of high potential senior level managers, entrepreneurs, and executives.

ACTIVE MEMBERSHIP

Active CALIBR membership requires:

1. Payment of annual dues
2. Annual submission of professional and contact information via member portal
3. Serving in a volunteer leadership role, in an operations support role, or on one of the established advisory groups or committees for CALIBR; and participation in CALIBR activities (meetings, conferences, symposiums, etc.)
4. Collaborating with CALIBR to help build relationships with senior leaders in your organization

MEMBERSHIP OPPORTUNITY

This process places special emphasis on selecting Black managers and leaders who have a history of high performance and demonstrate the potential to become senior leaders in business, academia, government, or non-profit organizations or who are entrepreneurs. CALIBR members have excelled in a wide variety of industries and job functions. Most have graduate degrees and have been identified as high-potential talent. All candidates will be evaluated based on individual merit.

ELIGIBILITY AND COMPLIANCE (CHECKLIST)

Candidates for membership **must**, at minimum, satisfy the following:

- Demonstrated promise for growth as a high potential candidate for executive leadership*, an entrepreneur, a non-profit executive or senior leader in academia.
**As determined by either a talent management process or sponsorship by a senior executive leader.*
- Current role at director or senior manager level or above with commensurate responsibility demonstrated by leading other leaders, significant P&L authority, and career progression.
- Fifteen years of professional experience (with at least 10 consisting of leadership experience).
- Demonstrated excellence, commitment to continued personal and professional growth, and community service.

Each applicant must be a US citizen or a permanent resident. Absolute compliance with the application requirements, as outlined above is required. Incomplete or late applications will not be considered. **All materials must be received by March 6, 2020.**

CALIBR MEMBERSHIP MAKEUP

Membership	Description
Strategic Leaders Approximately 5% of members	As a managing director, principal, CEO, regional or group CEO, or president, this leader drives execution and carries a great deal of responsibility and visibility.
Operational Leaders Approximately 10% of members	Often a leader of leaders, these managers are functional or business unit heads in charge of a department or geographical area. They balance short-term functional concerns with a longer view on driving competitive advantage.
People Leaders Approximately 60% of members	Likely promoted as an outstanding individual contributor, these team leaders focus on day-to-day tactical accomplishments. To be successful, they need to learn to get results through others rather than relying solely on themselves.
Senior Contributors (Strategic Influencers) Approximately 20% of members	Leaders and owners of process in their organization, these individuals influence and enable departments and functional divisions to positively affect the bottom-line of their organizations as facilitators and advisors to organizational leaders on strategy, new business, products and government and regulatory affairs.
Entrepreneurs Approximately 5% of members	Full-time or part time owners of a small business or enterprise. Current members own management consulting, real estate, marketing, and financial services firms.

CALIBR MEMBERSHIP INVESTMENT

Membership Requirement	Annual Dues	2020 Conferences Costs TBD
New Membership Class (Incoming) <ul style="list-style-type: none"> – Outstanding mid-level professionals who demonstrate strong leadership potential, excellence in and commitment to academics and a commitment to community service 	\$1,200 annual dues + \$1,000 New Member Onboarding Fee Onboarding fees cover costs for your orientation and new member leadership development support services. Conference registration costs are not included.	New Member Orientation and Summer Meeting June 2020 Location TBD Global Executive Forum October 2020 Washington, DC
Please note that payments should be made to “CALIBR”		

APPLICATION REQUIREMENTS

Required Submissions
<ul style="list-style-type: none"> ▪ Membership application ▪ Resume & bio ▪ Digital Photograph ▪ Completed essays ▪ Recommendation from professional peer ▪ Recommendation from CALIBR or ELC member ▪ LinkedIn profile URL

MEMBERSHIP APPLICATION PROCESS TIMELINE

The number of acceptances each year is limited. This is a highly competitive process and your application package should effectively communicate why you should be one of the strategic few.

Please click the following link to complete this application via our online portal: <https://negn.memberclicks.net/calibr-global-leadership-network-membership-application>. **All materials must be received by March 6, 2020.** No exceptions. A selection committee made up of CALIBR members will evaluate each application. Applicants may be contacted for a phone interview during the evaluation process.

Applicants who receive an invitation to join will be notified by **the week of March 30, 2020** and will be required to submit their annual investment payment. They must also attend the mandatory new member orientation in June 2020. Candidates receiving an invitation to join are also required to create a digital member profile for promotional uses.

Note: Applications must be completed online using the link above. Please note the links for recommendation letter submissions on pages 10 and 11 are different.

Please carefully review all application process instructions.

INQUIRIES REGARDING MEMBERSHIP SHOULD BE SENT TO:

info@mycalibr.com

MORE INFORMATION ABOUT THE ORGANIZATION IS AVAILABLE AT:

<http://www.mycalibr.com>

PLEASE TYPE OR PRINT LEGIBLY.

PERSONAL PROFILE

NAME	_____		
ADDRESS	_____		
CITY	STATE	ZIP-CODE	
HOME TELEPHONE	GENDER	M <input type="checkbox"/>	F <input type="checkbox"/>
MOBILE TELEPHONE	DATE OF BIRTH _____		
EMAIL	CITIZENSHIP _____		
PERSONAL MOTTO (OPTIONAL)			
PERSONAL INTERESTS (HOBBIES/ ACTIVITIES)			

LEADERSHIP PROFILE (ATTACH CURRENT RESUME)

TITLE	_____		
COMPANY	_____		
DEPARTMENT	_____		
ADDRESS	_____		
CITY	STATE	ZIP-CODE	
OFFICE TELEPHONE	_____		
OFFICE FAX	_____		
EMAIL	_____		
INDUSTRY:	REGION:	<input type="checkbox"/> NE <input type="checkbox"/> MID-ATLANTIC <input type="checkbox"/> MID-WEST <input type="checkbox"/> SE <input type="checkbox"/> WEST <input type="checkbox"/> EUROPE <input type="checkbox"/> ASIA	
BRIEFLY DESCRIBE THE RESPONSIBILITIES OF YOUR POSITION			
HOW MANY DIRECT REPORTS DO YOU HAVE?			
DO YOU HAVE P&L RESPONSIBILITY?			

PRIOR PROFESSIONAL EXPERIENCE

COMPANY	TITLE	DATES OF EMPLOYMENT

PREFERRED CONTACT

PERSONAL PROFESSIONAL

ACADEMIC PROFILE

SCHOOL	DEGREE	GRADUATION DATE

EXTRACURRICULAR PROFILE

(LIST COMMUNITY SERVICE, VOLUNTEER EXPERIENCES, AWARDS AND PROFESSIONAL AFFILIATIONS)

ACTIVITY/ ORGANIZATION	DATES OF INVOLVEMENT	YOUR ROLE

CALIBR/ ELC INVOLVEMENT

Question	Instruction	Answer
How many CALIBR events have you attended?	Please identify the event and year of attendance.	
How many ELC Mid-Level Managers Symposiums have you attended?	Please identify number of events and year of attendance.	
Have you attended the Institute's Pipeline program?	If so, what year did you graduate?	
Are you alum of The Network Journal Forty Under 40?	If so, what year did you receive the award?	
Are you Johns Hopkins LDP alum?	If so, what year did you graduate?	

CALIBR INTERESTS

(INDICATE YOUR INTERESTS)

AREA	INTEREST
REGIONAL CONNECTIONS - Networking events and activities for members with sponsors and other organizations	<input type="checkbox"/>
COMMUNICATIONS - Newsletter, Website, Marketing materials	<input type="checkbox"/>

MEMBERSHIP - Membership process, enrollment, strategy and planning	<input type="checkbox"/>
COMMUNITY IMPACT - Programs and initiatives designed to increase representation on non-profit or for profit boards.	<input type="checkbox"/>
FUNDRAISING / CORPORATE DEVELOPMENT - Sponsorship and fundraising efforts	<input type="checkbox"/>
PROGRAMMING / MEMBER DEVELOPMENT – Leadership development programing for conferences, symposiums, member calls, events, and member programs	<input type="checkbox"/>
ENTREPRENEURSHIP - Programming and networking for opportunities for entrepreneurial members	<input type="checkbox"/>
OTHER (USE THIS SPACE TO NOTE ANY ADDITIONAL INFORMATION)	

ESSAYS
 (PLEASE PROVIDE YOUR TYPEWRITTEN RESPONSES TO THE FOLLOWING QUESTIONS ON A SEPARATE PAGE WITH YOUR NAME. LIMIT REPSONSES TO NO MORE THAN 300 WORDS PER ESSAY)

- Tell us what leadership means to you and discuss leadership in the context of business and communities.
- Describe a time in your career when you had to lead your organization through a difficult situation. What was your specific role and what unique contribution did you make to the decision-making process and resolution?
- Please answer one of the following questions: (a) What role does ethics play in business and what are the implications to the greater community? -OR- (b) Describe a business opportunity or challenge related to diversity that you’ve encountered and your role addressing it and what you learned and took away from the experience.
- What are your career aspirations over the next 5 to 10-years?
- Why do you want to join CALIBR Global Leadership Network? What do you expect to contribute to the advancement of CALIBR’s mission and what do you anticipate gaining from CALIBR?

SIGNATURE
 I HEREBY SUBMIT MY APPLICATION FOR MEMBERSHIP IN CALIBR AND, IF ACCEPTED, I WILL SUPPORT ITS MISSION STATEMENT AND COMPLY WITH THE CALIBR BYLAWS AND POLICIES. THE INFORMATION I HAVE PROVIDED IN THIS APPLICATION IS CURRENT AND VALID AS OF THE DATE HEREOF. I UNDERSTAND THAT MY MEMBERSHIP MAY BE REVOKED IN THE EVENT THAT ANY INFORMATION CONTAINED HEREIN IS FOUND TO BE FALSE.

SIGNATURE _____

DATE _____

ATTACHMENTS
 PLEASE ATTACH THE FOLLOWING ITEMS

- Current version of your resume
- Current bio (1 page)
- Digital photograph
- Completed essays
- Letters of recommendation
- LinkedIn profile URL

REMINDER: Submit materials using the following link:
<https://negn.memberclicks.net/calibr-global-leadership-network-membership-application>

LETTERS OF RECOMMENDATION – PROFESSIONAL PEER

A professional peer must complete this form. Please provide your peer recommender the following link to submit their recommendation: <https://negn.memberclicks.net/2020-professional-peer-recommendation> The letter of recommendation for this applicant should include, but is not limited to the following information:

- Discuss the applicant’s leadership potential. Please also discuss any extra-curricular or community recognition that you are familiar with for this candidate.

All recommendations must be received electronically (via the application portal or sent to info@mycalibr.com) by **March 6, 2020**. No exceptions.

WAIVER

- I waive my right to review this recommendation.
- I do not waive my right to review this recommendation.

APPLICANT NAME PRINTED _____

APPLICANT SIGNATURE _____

PLEASE PRINT OR TYPE

APPLICANT’S NAME _____

YOUR NAME _____

YOUR TITLE _____

RELATIONSHIP TO APPLICANT _____

HOW LONG HAVE YOU KNOWN THE APPLICANT? _____

YOUR COMPANY _____

ADDRESS _____

CITY _____

STATE _____

ZIP CODE _____

TELEPHONE _____

EMAIL _____

This form may only be submitted online. Please send to info@mycalibr.com or e-mail us with questions.

RECOMMENDATION FORM – COUNCIL/CALIBR MEMBER

A CALIBR member or a member of The Executive Leadership Council must complete this form. Please provide your recommender the following link to submit their recommendation:

<https://negn.memberclicks.net/2020-calibr-the-executive-leadership-council-member-recommendation>

“All recommendations must be received electronically (via the application portal or sent to info@mycalibr.com) by **March 6, 2020**. No exceptions.

WAIVER

- I waive my right to review this recommendation.
- I do not waive my right to review this recommendation.

APPLICANT NAME PRINTED _____

APPLICANT SIGNATURE _____

PLEASE PRINT OR TYPE

APPLICANT'S NAME _____

YOUR NAME _____

YOUR TITLE _____

YOUR RELATIONSHIP
TO APPLICANT _____

HOW LONG HAVE YOU
KNOWN APPLICANT? _____

YOUR COMPANY _____

ADDRESS _____

CITY _____

STATE _____

ZIP CODE _____

TELEPHONE _____

EMAIL _____

PLEASE ASSESS
APPLICANT'S LEADERSHIP
POTENTIAL AND SUBMIT
YOUR RECOMMENDATION
LETTER ONLINE USING THE
LINK ABOVE. _____

DO YOU RECOMMEND THIS
APPLICANT FOR CALIBR
MEMBERSHIP? _____

YES ____ NO ____

DATE: _____ SIGNATURE _____