calibr

2026 MEMBERSHIP APPLICATION

DUE MARCH 27, 2026

www.mycalibr.com

calibr

IS CALIBR FOR YOU?

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 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 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

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.

B Leadership Development Programming

S.CI.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.

C Networking and Member Promotion

Power Circles: A group learning and engagement initiative that allows members to collaborate and share leadership successes and challenges in communities across regions, industries and areas of expertise.

High Performing ERG Curriculum: Annual seminars and workshops that teach members how to utilize ERGs to influence corporate culture, impact recruitment, and advance their careers.

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 onlines uses.

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

calibr

2026 MEMBERSHIP APPLICATION

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. 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 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, P&L experience, 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.

It is the policy of CALIBR to provide membership and participation opportunities to all persons regardless of race, color, religion, creed, sex, gender identity or expression, sexual orientation, national origin, age, disability, marital status, veteran status, or any other characteristic protected by applicable law. Our policies and practices are designed to ensure fair and equal treatment for all members and program participants. In addition, CALIBR will provide reasonable accommodations for qualified individuals with disabilities. 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 27, 2026.**

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 Level	Cost	Benefits	Important Notes
Basic Membership ***Important Note:*** *Company-sponsored members should contact info@mycalibr.com to understand the leadership development programming they can access.*	$2,600	Basic membership gives members access to virtual new member onboarding, monthly webinars, and regional events. There are additional costs for conference registration, coaching, and customized leadership development services. Newly accepted members will have the option to pay for additional services at one time or throughout the year.	Summer Leadership Conference and Global Executive Forum Date: June 3-5, 2026 Location: Washington, D.C. Fall Leadership Conference Date: October 29-30, 2026 Location: Washington, D.C. ***Attendance in all new member activities and at conferences is highly recommended for newly accepted members.**
Please note that payments should be made to "CALIBR"			

APPLICATION REQUIREMENTS

Required Submissions		
1. Membership application 2. Resume & Bio 3. Digital Photograph 4. Written Essay	5. Video Essay 6. Recommendation from Professional Peer	7. Recommendation from CALIBR member or Senior Executive Leader 8. LinkedIn Profile URL

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. If you do not have a relationship with anyone in CALIBR, please contact info@mycalibr.com to learn about alternative pathways to apply for membership.

MEMBERSHIP APPLICATION PROCESS TIMELINE

Please click the following link to complete this application via our online portal: **https://negn.memberclicks.net/2026-membership-application.** All materials must be received by **March 27, 2026**. 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 April 13, 2026** and will be required to submit their annual investment payment. **They must also attend the mandatory new member orientation in June 2026.** 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. The links for recommendation letter submissions on pages 12 and 13 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

COMPLETE APPLICATION ONLINE

PERSONAL PROFILE

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP-CODE _____

HOME TELEPHONE _____ GENDER (OPTIONAL) _____

MOBILE TELEPHONE _____ DATE OF BIRTH _____

EMAIL _____ CITIZENSHIP _____

PERSONAL MOTTO (OPTIONAL)

PERSONAL INTERESTS (HOBBIES/ ACTIVITIES)

Note: CALIBR considers the protection of your personal information very seriously. The data collected in the Personal Profile section of the application will be used to understand the demographic makeup of CALIBR applicants. Personal Profile data will not be used to evaluate your candidacy and will not be disclosed to third parties.

LEADERSHIP PROFILE

TITLE _____

ORGANIZATION _____

Is your organization a subsidiary of a parent organization? ☐ **Yes or** ☐ **No**

If yes, please list the parent organization _____

ADDRESS _____

CITY _____ **STATE** _____ **ZIP-CODE** _____

OFFICE TELEPHONE _____

OFFICE FAX _____

EMAIL _____

INDUSTRY: _____

REGION: _____

☐ **NE** ☐ **MID-ATLANTIC** ☐ **MID-WEST** ☐ **SW**

☐ **SE** ☐ **WEST** ☐ **CANADA** ☐ **EUROPE** ☐ **ASIA**

BRIEFLY DESCRIBE THE RESPONSIBILITIES OF YOUR POSITION

WHAT IS YOUR CURRENT LEVEL BELOW THE CORPORATE OR ENTERPRISE-WIDE CEO (THE HIGHEST-RANKING CORPORATE OFFICER WHO REPORTS TO THE BOARD OF DIRECTORS ON THE TOTAL MANAGEMENT OF YOUR ORGANIZATION)?

☐ **1-2** ☐ **3-4** ☐ **5+** ☐ **N/A**

LEADERSHIP PROFILE (Continues)

HOW MANY DIRECT REPORTS DO YOU HAVE?

DO YOU HAVE P&L EXPERIENCE? ☐ YES ☐ NO

WHICH OF THE FOLLOWING BEST DESCRIBES YOUR CURRENT OR MOST RECENT LEVEL OF P&L OR BUDGET DISCRETION? SELECT ALL THAT APPLY.

- ☐ A. I OWN AND DIRECTLY MANAGE A DEPARTMENTAL OR BUSINESS UNIT P&L
- ☐ B. I INFLUENCE BUDGET/RESOURCE ALLOCATION BUT DON'T OWN A FORMAL P&L
- ☐ C. I CONTRIBUTE TO CROSS-FUNCTIONAL DECISIONS THAT IMPACT ENTERPRISE-LEVEL SPEND
- ☐ D. I LEAD OR ADVISE ON GROWTH STRATEGIES TIED TO FINANCIAL OUTCOMES (REVENUE, MARGIN, ETC.)
- ☐ E. I CURRENTLY HAVE LIMITED BUDGET AUTHORITY BUT OPERATE WITH STRATEGIC INFLUENCE

OPTIONAL: SHARE AN EXAMPLE OF HOW YOU'VE EXERCISED FINANCIAL OR RESOURCE DISCRETION.

DO YOU CURRENTLY HAVE DISCRETIONARY AUTHORITY OR INFLUENCE TO ADVOCATE FOR ALLOCATING DOLLARS TO LEADERSHIP DEVELOPMENT, SPONSORSHIP, OR INCLUSIVE TALENT INITIATIVES (E.G., ERG PROGRAMS, EXTERNAL PARTNERSHIPS, COACHING, OR LEADERSHIP PIPELINES)?

- ☐ A. YES, I HAVE DIRECT DECISION-MAKING AUTHORITY
- ☐ B. I HAVE STRONG INFLUENCE, EVEN IF I DON'T SIGN THE CHECKS
- ☐ C. I CAN CHAMPION INTERNALLY BUT NEED SUPPORT TO MAKE THE CASE
- ☐ D. NOT AT THIS TIME

OPTIONAL: IF YOU ANSWERED "YES", TELL US HOW YOU'D APPROACH SUPPORTING OR CHAMPIONING LEADERSHIP DEVELOPMENT OR INCLUSION INITIATIVES IN YOUR ORGANIZATION.

COMMUNITY SERVICE PROFILE

(List Community Service And Volunteer Experiences)

ACTIVITY/ORGANIZATION	DATES OF INVOLVEMENT	YOUR ROLE

EXTRACURRICULAR PROFILE

(List Your Awards And Professional Affiliations)

ACTIVITY/ORGANIZATION	DATES OF INVOLVEMENT	YOUR ROLE

CALIBR AFFILIATION AND INVOLVEMENT

QUESTION	INSTRUCTION	ANSWER
How many CALIBR events have you attended?	Please identify the event and year of attendance.	
Are you alum of any high-potential leadership programs?	If so, please describe the program.	
Are you Johns Hopkins LDP alum?	If so, what year did you graduate?	
Do you have your manager's support to participate in CALIBR programming?	Respond with Yes, No, I'm not sure, or I don't have a manager	

CALIBR INTERESTS

(Indicate Your Interests) *(Select a Committee)*

AREA	INTEREST
REGIONAL CONNECTIONS - *Networking events and activities for members with sponsors and other organizations*	☐
COMMUNICATIONS - *Newsletter, Website, Marketing materials*	☐
MEMBERSHIP – *Membership process, enrollment, strategy and planning*	☐
COMMUNITY IMPACT – *Programs and initiatives that target building the pipeline with high school and college students*	☐
FUNDRAISING / CORPORATE DEVELOPMENT – *Sponsorship and fundraising efforts*	☐
PROGRAMMING / MEMBER DEVELOPMENT – *Leadership development programing for conferences, symposiums*	☐

WHAT IS YOUR PRIMARY REASON FOR JOINING CALIBR?

1. To deepen relationships with other professionals with similar lifestyles and explore personal interests and passions	☐
2. To be part of a community of high-achieving professional peers who are motivated to achieve their fullest career potential	☐
3. To benefit from a community of vetted professional peers who can help me bolster my leadership reputation and endorse my career expertise	☐
4. To collaborate with other leaders on personal and career ventures	☐
5. To contribute to a safe and brave space to experiment, test new ideas, and acquire new knowledge	☐
6. Other _____	☐

OTHER *(USE THIS SPACE TO NOTE ANY ADDITIONAL INFORMATION)*

_____

ESSAYS (WRITTEN AND VIDEO)

Please respond to the following prompts by uploading a typewritten response and a video in .wav or .mp4 format. More detailed instructions are included on page 10.

WRITTEN ESSAY (750 - 1,000 words) - Submit via Online Application

- **Describe a time when you acted on your values. Consider the following: What does it look like when you are at your best and how does this align with your organization's values?**

VIDEO ESSAY (3-5 minutes)

- **Provide an example of a defining moment in your life that has shaped you as a leader.**

Note: ***After submitting your video to Dropbox, you will not be able to update or delete it.***

RECOMMENDERS

Name of CALIBR or Senior Executive Leader Recommender _____

Title _____

Organization _____

Name of Professional Peer Recommender _____

Title _____

Organization _____

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

1. Membership application
2. Resume & Bio
3. Digital Photograph
4. Written Essay
5. Video Essay
6. Recommendation from Professional Peer
7. Recommendation from CALIBR or Sr. Exec Leader
8. LinkedIn Profile URL

REMINDER: Use the following link to submit materials 1-4 and 6-8:
https://negn.memberclicks.net/2026-membership-application

CLICK THE LINK BELOW TO SUBMIT VIDEO ESSAY.
https://www.dropbox.com/request/MkDKJQ0uAESecQJYEtUE

TELL US A STORY

Successful leaders are effective communicators. They can communicate in a variety of ways and with a multitude of audiences.[1] They can distill large and rapid flows of information into key insights. And they practice active listening skills, which strengthens their ability to give quality feedback and timely coaching.

But more important than having general communication skills is the ability to craft an authentic, personal narrative that can motivate, inspire, and galvanize others into action. In the age of generational workplace diversity and socially conscious consumers, your clients, colleagues, and customers need to understand who you are and what you stand for to follow you. And a powerful story, if well told, is your secret to enhancing your professional credibility and authentically connecting with them.[2]

The following essay prompts are designed to encourage candidates to consider how they sell their leadership. By answering them and finishing this development activity, candidates complete their membership application and document their personal experiences, values, and other elements of their leadership story. These elements can be reviewed periodically, tailored to various target audiences, and refined as talking points for interviews, speeches, or as themes for your personal narrative.

The quality and effectiveness of a leader's communication style directly affects their overall business strategy.

1 https://www.ccl.org/blog/characteristics-good-leader/

2 Stevenson, Doug. Doug Stevenson's Story Theater Method: Cornelia Press, 2008.

WRITTEN ESSAY

Please answer the following essay prompt in 750 - 1,000 words.

Describe a time you acted on your values.

Consider the following:

- What does it look like when you are at your best?
- How does this align with your organization's values?

VIDEO ESSAY

Please answer the following questions in a 3-5 minute recorded video.

Leadership Origins

- Provide an example of a defining moment in your life that has further shaped you as a leader.

https://www.dropbox.com/request/MkDKJQ0uAESecQJYEtUE

SUBMIT YOUR VIDEO HERE.
Note: This link is for video submissions only.
After submitting your video, you will not be able to update or delete it.

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/2026-professional-peer-recommendation**

HERE'S WHAT YOUR RECOMMENDATION LETTER SHOULD INCLUDE:

- How long you've known the applicant and the nature of your relationship.
- Your assessment of the applicant's leadership reputation.
- An example of when the applicant led in a way that suggests that they are ready for the next level of leadership.

All recommendations must be received electronically (via the application portal or sent to info@mycalibr.com) by **March 27, 2026.** No exceptions.

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.

LETTER OF RECOMMENDATION – CALIBR MEMBER (or Senior Executive Leader)

This form must be completed by a CALIBR member or senior executive leader who can attest to your leadership capabilities and experience. Please provide your recommender the following link to submit their recommendation: **https://negn.memberclicks.net/2026-calibr-recommendation**

HERE'S WHAT YOUR RECOMMENDATION LETTER SHOULD INCLUDE:

- How long you've known the applicant and the nature of your relationship.
- Your assessment of the applicant's leadership reputation.
- An example of when the applicant led in a way that suggests that they are ready for the next level of leadership.
- Why you recommend the applicant for CALIBR membership.

All recommendations must be received electronically (via the application portal or sent to info@mycalibr.com) by **March 27, 2026.** No exceptions.

SUBMIT THE FOLLOWING FORM ELECTRONICALLY

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 _____

DO YOU RECOMMEND THIS APPLICANT FOR CALIBR MEMBERSHIP? **YES** ____ **NO** ____

_____

calibr

calibr

2026 MEMBERSHIP APPLICATION