**Addendum to Application for**

**Natioanl Director of Leadership Development**

**Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. Describe a time when you worked with a variety of types of people with differing skills in a non-local work group to lead a learning/training program or event. What strengths did you bring to this and what were your challenges?
2. Describe a situation where you worked at a distance to meet the needs of line leaders by investing in their staff. How did you work to ensure that you were accomplishing the desired outcomes? How did you evaluate the results?
3. When do you find conflict in a work setting most difficult to and most easy to resolve? Describe a situation in which you had a significant disagreement with a colleague or someone above you at work. What steps did you take to resolve the conflict?
4. What kinds of training do you sense are most urgent and/or strategic for first-level leaders? Why? How would you go about creating a “learning culture” at this level of leadership?
5. Briefly describe a situation where you successfully communicated a vision and strategy for a new project or mandate and led change. Please include the following in your description:
   1. Who were stakeholders
   2. How did you seek trust and buy in
   3. How did you navigate obstacles
   4. What was the end result
   5. What did you learn in the process
6. Describe your experience and skills for leading multi-faceted conferences or learning events with multiple learning groups and trainers. What are your strengths for this type work? What do you find challenging?