



## 2020 California Issues & Trends Program Candidate Guidelines

The hallmark of the California Issues & Trends Program (CIT) is the diversity of the women who are selected for the annual CIT Class. We seek up to 60 women keeping diversity of region, ethnicity, professional experience, and sector in mind.

Within that context of diversity and inclusion, we do know that there are a few guidelines for candidate selection that ensure that members of the CIT Class we are seeking and will appreciate the knowledge, insights and connections they gain to ultimately inspire them to act! Guidelines developed by Leadership California for candidate selection follow and are based on 28 years of CIT Class members' experience and feedback.

### Candidates:

- Seek to broaden their perspectives and knowledge to be a more effective leader in their organization and community, rather than gaining direct management/leadership training
- Manage others, leading projects, and interested in expanding their horizons
- Are ready to make new connections and develop a network beyond their professional expertise and sector
- Have served in a variety of positions within their organizations. It is not unusual for a CIT Class to include upper level managers, as well as senior executives
- Are willing to hear different points of view and offer their own insights
- Desire to learn about issues and trends that may not directly impact their immediate work, but may have profound impact on the future of businesses and communities in California

There are several organizations that support Leadership California by selecting multiple candidates for the CIT Program.

See following guidelines:

- Leadership California places a high value on diversity and inclusion in the areas of professional expertise, region, and ethnicity. We ask organizations to take this into consideration
- CIT presents an opportunity for women to make cross-company connections
- CIT offers women new to California an immediate, high-level download on California issues and trends and connects them to thought leaders and experts across the state
- Leadership California has programming beyond CIT that is open to anyone, including Leadership California Goes to Washington DC, which is offered every odd-numbered year

**Questions?** Contact Jennifer Persike, Executive Director at [jpersike@leadershipcalifornia.org](mailto:jpersike@leadershipcalifornia.org) or the Leadership California Office at [info@leadershipcalifornia.org](mailto:info@leadershipcalifornia.org).