

Leadership Experience FAQs

Why 4-years?

The Leadership Experience is about long-form transformation learning with ample time between events to reflect and take guided actions (Calls-to-Experience) between each learning event.

The cohort is made of leaders and future leaders on a shared journey, this time provides extensive networking opportunities to help build relationships for life.

The time commitment mirrors that of a Board Member's commitment, helping prepare these leaders for future opportunities serving others.

How is it different from an MBA?

The Leadership Experience is designed to complement your work, not add to it.

The in-class time commitment is similar to serving on a Board of Directors with quarterly in-person meetings. Participants should view each session as an opportunity to work on the business, and themselves, with the guidance of executive coaches specialized in Independent Distribution.

The suggested work between the quarterly sessions is complimentary to your growth as an executive leader – helping guide the work you're already doing, or should be doing, to develop the business and elevate team members.

An MBA will be more intensive with course work and homework typically not directly related to your organization until reaching final capstones. Masters programs require extensive dedication to after hours and weekend work over, typically, a two year period.

What's the Executive Sponsors responsibilities?

The Executive Sponsor will be the mentor guiding the applicant's development based on your company's mission, vision, and core values. They're responsible for helping turn the participant's learnings into action and accountable behaviors.

Executive Sponsors are provided with a coaching guide and materials related to each learning session to help with debriefing and determining action plans.

What happens if a learning event is missed?

Dates of learning events will be provided well in advance to provide ample time for making travel and schedule arrangements.

If a learning event is missed, there will be no makeup classes available – the full experience cannot be recreated. However, AD’s Member Education team will provide a virtual short course covering core concepts to ensure the participant can keep up with their cohort and Calls-to-Experiences.

How will applicants be selected for entry into the Leadership Experience?

Applications will be reviewed by the AD Admissions Committee, made up of executive team members, and decisions on acceptance are done by the committee. This process helps us determine the best cohort for the upcoming year and optimizes your pairing with other executives, or soon to be executives.

What happens if there is a need to drop out?

This program is for those who are committed to being in sustained leadership positions in their organization, there should be minimal to no-risk the person applying will leave the member.

For unforeseen life events, or dissatisfaction with the experience, there are no requirements for payment of years not started in the program.