

**Collective
Leadership
Initiative****Pre-Application Information***AllHands in Northeast Colorado Leadership Journey*

Here's what you need to know **before** you apply for this program:

Application Requirements

- **Who Can Apply.** Applicants must have Colorado residency in the Northeast region, which includes the **following counties**: Adams, Arapahoe, Boulder, Broomfield, Elbert, Cheyenne, Kit Carson, Larimer, Lincoln, Logan, Morgan, Phillips, Sedgwick, Washington, Weld, and Yuma.
- **Focus on Emerging Leaders.** This program is intended for those preparing for, or new to a leadership role. Applicants serve as an individual contributor in their organizations; have little or no formal professional leadership development; and have demonstrated a significant, positive impact on their organization and/or community.
- **Preference for Members of Underrepresented Communities.** This initiative prioritizes leadership development programming for members of underrepresented groups across Colorado. Preference will be given to individuals who are members of underrepresented, unseen, or historically ignored communities in Colorado. These include—but are not limited to—communities such as BIPOC, LGBTQIA, rural areas, survivors, and/or those living with disabilities.

Application Process

- **Program Limit.** This program has room for 16 participants. If your application is not in the top group selected for the program, you may be added to the waitlist. If an opening becomes available, we will notify you via e-mail, based on your position on the list.
- **Application Deadline.** The deadline to submit your application is Friday, March 13, 2026. Late applications will not be accepted. Please plan for 20-30 minutes to complete your application.
- **Notification of Status.** You will be notified about your application status the week of April 6, 2026. You must provide your current e-mail address on your application, so that we can communicate with you. **To ensure you receive emails about your status, please add notifications@slideroom.com and noreply@slideroom.com to your email address book.**
- **Application Support.** If you need support during the application process, please send us an e-mail at collectiveleadershipinitiative@ccl.org, and we will promptly respond.

Program Expectations & Commitment

Full engagement and participation are expected of all participants; therefore, it is important to review the commitments and **Key Dates** carefully before you apply. This program involves a substantial financial investment, which is paid for by The Colorado Health Foundation. **It also requires a significant investment of your time and energy, as there are many events, activities, and assignments.** Please secure the support you need for your other priorities (work, home, family, school, etc.) so that you have the bandwidth to complete the program. For example:

- Secure the necessary approvals from your manager or organization for time away from work
- Arrange for childcare, elder care, pet care, and/or other support services needed for home
- Work with your partners, colleagues, and/or direct reports to cover your work while you're attending the program

Failure to adhere to these expectations and commitments may result in removal from the program.

- **Pre-Work Assignments.** If accepted, you will be required to complete the following pre-work assignments:
 - Attending the program orientation
 - Completing personality and leadership style assessments
 - Submitting additional documents that tell us more about you

On an as-needed basis, the Engagement Specialist will be available to assist you with the pre-work assignments and onboarding process.

- **In-Person Learning Session.** The classroom session for this program consists of five (5) full days (Monday – Friday) on our campus in Colorado Springs. **Attendance for each day is required.** All program fees and expenses related to travel, transportation, lodging and meals are covered by the program.
- **Health Equity Impact Project.** As a participant in this program, you are required to work with a project team of cohort peers to complete a health equity-impacting project selected by your cohort. Work on this project will take place over the course of a year, culminating into a final, public Showcase event that will occur in September following the program. You will be supported in your project by Program staff, members of the Foundation, and an experienced community mentor, who is a member of the BreakThrough Barriers cohort.
- **Proactive Communications.** Once the program begins, if you are unable to participate in any learning sessions, activities, or assignments, you are required to communicate with the program staff and your peer group before the due date, or as soon as possible thereafter, to see if arrangements may be made for your responsibilities.
- **Data Collection.** Photos and videos may be taken during sessions and activities, to be used for outreach and promotion. Interviews and surveys may also be used to collect feedback, measure growth and development, and evaluate the program's impact. Collected data will be used to inform ongoing design and program practices, as well as inform our community stakeholders of the program impact. These artifacts may be published in our research and case studies in upcoming years. Any evaluation data we collect is confidential and will not be shared with identifying information attached without your consent.

Program Assistance & Support

- Financial Sponsorship.** This leadership development program comes with no cost to you; it is fully funded by The Colorado Health Foundation. All approved program expenses related to transportation, lodging, meals, program materials, accessibility services, or services provided by the program staff (facilitators, coaches, mentors, etc.) are either paid for up-front, or are reimbursed by the program. Additional financial support is also available upon request, for expenses that may be incurred because of your attendance at these events (i.e. lost wages, childcare, technology needs, personal learning supplies, etc.).

Key Dates – Full Attendance Required for Live Events

Event/Activity	Date	Time	Location
OPTIONAL: 1:1 Application Assistance	As needed	15 min sessions available	Live, Online (Zoom) Booking Link
Application Due	Friday, 3/13/26	11:59 p.m.	Submitted online
Program Orientation	Tuesday, 5/5/26	12:00 p.m. - 1:30 p.m.	Live, Online (Zoom)
Pre-work Due	Friday, 5/29/26	5:00 p.m.	Submitted online
Cohort Welcome Dinner	Sunday, 6/21/26	5:30 p.m. – 8:00 p.m.	Live, In-person, Colorado Springs
Classroom Session (5 Days)	Monday – Friday 6/22/26 – 6/26/26	8:00 a.m. – 5:00 p.m.	*Live, In-person, Colorado Springs

**Multi-day, in-person sessions require overnight stays at the designated hotel; lodging, transportation, and meals are paid for by the program; approved travel expenses for the session are reimbursable.*