



**LEAD
TUCSON**

Lead Tucson Frequently Asked Questions

What is Greater Tucson Leadership?

Greater Tucson Leadership (GTL) is a nonpartisan 501(c)(3) nonprofit with a mission to recognize, develop, and engage driven leaders to be catalysts for change. Since 1980, GTL has graduated more than 1,500 leaders through programs that strengthen leadership skills, build meaningful relationships, and deepen understanding of Southern Arizona. Our alumni serve throughout business, government, education, nonprofit organizations, and public service, helping create a stronger and more connected community.

What is Lead Tucson?

Lead Tucson is Greater Tucson Leadership's flagship leadership program. Over ten months, participants explore the people, places, and issues shaping Southern Arizona while developing their own leadership style through Gallup CliftonStrengths coaching, leadership development, immersive experiences, and conversations with community leaders. Participants gain a broader understanding of Tucson while building lasting relationships with a diverse cohort of leaders from across industries and sectors.

Who is Lead Tucson for?

Lead Tucson is designed for emerging and established professionals who want to become more informed, connected, and engaged leaders. Successful applicants are curious, open to different perspectives, committed to serving their community, and willing to actively participate throughout the program year.

How often do participants meet?

Lead Tucson is a ten-month leadership experience that includes:

- One mandatory orientation (July)
- A mandatory day-and-a-half opening retreat (August)
- Monthly Issue Days held on the second Thursday of each month from approximately 7:30 a.m. to 4:30 p.m.
- Monthly accountability group meetings
- Graduation and Call to Action Day (May)

Current program dates are published with each year's application.

What topics are covered?

Throughout the program participants explore many of Southern Arizona's most important issues, including:

- Government
- Education
- Economic Development
- Arts & Culture
- IDEA (Inclusion, Diversity, Equity, and Accessibility)
- Justice & Public Safety
- Healthcare
- The Border
- Environment



Each Issue Day takes place at locations connected to that month's topic, giving participants behind-the-scenes access to organizations and leaders throughout Southern Arizona.

How will I benefit from Lead Tucson?

Participants gain:

- A deeper understanding of Southern Arizona's opportunities and challenges
- Gallup CliftonStrengths assessment and coaching
- Leadership development and personal growth
- A network of more than 1,500 alumni
- Lasting relationships with fellow cohort members
- Opportunities for continued civic engagement after graduation

Why does Lead Tucson use Gallup CliftonStrengths?

Lead Tucson begins with Gallup CliftonStrengths because effective leadership starts with understanding yourself. Participants receive the CliftonStrengths assessment and coaching to better understand their natural talents and how to lead authentically, collaborate effectively, and maximize their impact.

What is tuition?

Tuition covers leadership development, Gallup CliftonStrengths assessment and coaching, program materials, meals, and immersive learning experiences throughout the program year. Tuition for the current program year is \$2,450.* The full amount is due on or before the first day of the Opening Retreat; participants who have not paid any tuition by the second class day may be removed from the program.

*Tuition is set annually and is subject to change — see the current year's application for exact pricing.

Is there an application fee?

An application processing fee of \$25* applies after the early-application period each year. Applicants who submit a complete application before the early-application deadline may qualify for a fee waiver.

*Fee amount is set annually and subject to change — see the current year's application for exact pricing and deadlines.

Is a deposit required?

Yes. Accepted participants are required to submit a non-refundable deposit of \$250* to reserve their place in the cohort. The deposit is applied toward tuition and must be paid by the deadline included in each year's acceptance materials.

*Deposit amount is set annually and subject to change.

Do employers pay tuition?

Many participants receive full or partial financial support from their employer as part of their professional development. If employer sponsorship is not available, GTL offers scholarship opportunities and payment plans.

Are scholarships available?

Yes. Partial scholarships are available based on demonstrated financial need. Scholarship requests are reviewed confidentially and do not affect admission decisions. Application requirements, deadlines, and available funding vary by program year.



Are payment plans available?

Yes. Payment plans for tuition are available upon written request, submitted before the Opening Retreat.

Two-Payment Plan: 50% at the Opening Retreat, 50% later in the fall

Three-Payment Plan: 50% at the Opening Retreat, then two 25% installments later in the fall

Alternate arrangements may be approved by the GTL CEO upon request.

How are participants selected?

Getting into Lead Tucson is a competitive and exciting process! Applications are evaluated on:

- Leadership potential
- Commitment to community engagement
- Diversity of experiences and perspectives
- Quality of the application
- Interview performance

Applications and interviews are scored independently by alumni, volunteers, board members, and staff to create a balanced and equitable selection process. Approximately 40 participants are selected each year.

Can participants outside of Tucson participate?

The institute is focused on supporting professionals in the greater Tucson area however, candidates from anywhere in Arizona are welcome to participate in the program.

What happens if I miss a class?

Because Lead Tucson is built around shared experiences, attendance is an important part of the program. Participants receive a limited number of excused absence hours during the program year. Missed time may require make-up assignments to remain eligible for graduation. Attendance expectations are shared before the program begins.

Is there homework?

Yes, but it's manageable. Participants should expect up to one hour of preparation between Issue Days. Assignments may include short readings, videos, reflection activities, or other leadership-related materials.

What are Accountability Groups?

Each participant is assigned to a small Accountability Group that meets between Issue Days. These groups provide an opportunity to reflect on program content, strengthen relationships, and support one another throughout the year.

Is Lead Tucson political?

No. Greater Tucson Leadership is a nonpartisan organization. Lead Tucson presents multiple perspectives on complex community issues and encourages respectful dialogue, critical thinking, and collaboration across sectors and viewpoints.

What happens after graduation?

Graduation is just the beginning. Lead Tucson graduates join a network of more than 1,500 alumni and are invited to continue their leadership journey through GTL alumni events, volunteer opportunities, board and committee service, mentoring, and ongoing community engagement.



Are there additional expectations?

Yes. Participants are expected to actively contribute to the cohort experience by:

- Participating in Accountability Groups
- Serving on a class committee
- Supporting the class scholarship fundraiser
- Participating in community volunteer opportunities
- Engaging respectfully with classmates and guest speakers

How do I apply?

Applications are submitted online and typically include:

- Resume
- Essay responses
- Professional references
- Participation agreement
- Publicity authorization
- Application fee, if applicable

Application requirements may vary slightly each year.

What is your refund policy:

Participants who withdraw before the program begins may be eligible for a refund, less any non-refundable deposits, processing fees, or expenses already incurred by GTL. Once the program begins, tuition is generally non-refundable because program expenses are committed based on cohort enrollment. Requests related to extraordinary circumstances will be reviewed individually.