**Frequently Asked Questions**

**What is the NXT Level Leader Program?**

It is a program for Associates wanting to grow their careers and help lead within MLCV.

As a NXT Level Leader, you will get an in-depth look into how our organization runs and will gain valuable insight for career growth. You will be partnered with an executive sponsor on a part-time basis over the course of six months to learn about business operations. You will spend time with various executives and members of the leadership team, as well as work on a project to improve the business.

***How did the pilot program go in 2019?***

The NXT Level Leader program was rolled out as a pilot to ensure MLCV has a viable program that may be rolled out to all businesses within MLCV. Participants were able to get an in-depth look into how our organization runs and will gain valuable insight for career growth. The cohort of 2019 had the opportunity to interact with managers, executives, and members of the MLCV leadership team.

***What is the time commitment of the NXT Level Leader Program?***

The NXT Level Leader program runs for six months. As far as work, it will depend on the task or project – it could be a minimum of 8 hours a week and up to 32 hours per month. The schedule for the NLL will be determined by the sponsor and participant and will be based on business need. It’s important to note that schedules could vary month to month.

***What qualifications do the NXT Level Leaders need to have to be successful?***

The NLL should be ambitious/spirited about corporate culture and passionate about servant leadership. Participants should be capable of juggling priorities in a dynamic environment, comfortable with thriving under pressure, and be able to meet expectations and commitments on tight deadlines.

***What can I expect or what kind of work will I need to do as a NXT Level Leader?***

* Participate in step-up meetings with executive sponsors and business leaders
* Complete a project and see it through as well as create and present a final presentation to MLCV management at end of program
* Participate in meetings, assist with documenting key actions from meetings and contribute to the conversations
* Create and maintain PowerPoint presentations
* Attend company functions and networking events

***What kind of education/experience do I need?***

* A high school diploma or equivalent; and/or a bachelor’s degree from an accredited college or university program
* Proficient computer skills, including Microsoft Office Suite (Word, PowerPoint, and Excel)
* Energetic and eager to tackle new projects and ideas
* Interest in adding value to MLCV
* One year of service

***What other kinds of qualifications are needed for the NXT Level Leader pilot program?***

* Flexible and self-starter.
* Displays MLCV’s core values – *honesty, wisdom, humility, love, truth and bravery.*
* Has the initiative to drive career and focus on learning a specific function that will help MLCV.
* Flexible outlook and willing to work anywhere in MLCV.
* Determined to succeed; capable of building strong professional relationships.
* Willing to listen and are comfortable giving and receiving feedback; respectful of the people they work with.
* Recognized leadership skills/potential among peers and leaders
* Good performance in current role
* Mille Lacs Band Member and American Indian preference will be exercised in the hiring process.

***What is in it for me?***

Good question! The benefits of participating in this pilot program are many, including:

* Professional development experience
* Shadowing opportunities at various internal/client engagements
* Expand your knowledge of MLCV and its business operations.
* Interacting and engaging with senior leadership
* 1 on 1 mentorship
* Monthly company lunches
* Complete a leadership assessment
* Opportunity for Self-Reflections
* Add more skillsets to your capabilities

***How will this work with my regular work schedule?***

Selected NXT Level Leaders will work with their supervisor to support your regular schedule. It’s important for us to ensure that normal business operations aren’t impacted and you get the necessary attention to be successful with this program.

**What is the application process and timeline?**

All applicants must be willing to participate in the competitive selections process conducted by a screening and selection committee. NXT LEVEL LEADER applicants must be willing to provide the following:

1. Provide an internal resume
2. Personal statement- 500 words personal summary (who you are, your goals and passions, what you'll bring to the program, and what you're hoping to get out of the NXT Level Leader program) and identify functional area of interest (i.e. finance, marketing, talent, culinary, business)
3. Participate in a personal pitch/presentation about yourself (5-10 minutes, if selected)

\*Discuss career goals with current leader and mentor.

Submit all documents to www.nxtlevelleader.me by October 31, 2019.