



MASTERS LEADERSHIP PROGRAM  
OF GREATER SAN ANTONIO

## TIPS AND HINTS FOR APPLICANTS

*“Before you apply for MLP . . . here are some thoughts to consider.”*

### Completing the On-line Application Form

- Review [www.mlpsa.org](http://www.mlpsa.org) and especially the [Application and Selection](#) page. Note that you must be able to fully commit to attending ALL 12 full days of classes that are *usually* every other Wednesday from October through April.
- View the [pdf copy of the application form](#) before you begin completing the form live on line.
- Gather your thoughts before going live and start filling out the form
- Be sure to complete all questions and fields on the form.
- Note that you must have somebody(s) to nominate you for the program. Option 1 is to be recommended by a MLP graduate or board/emeritus member. Option 2 is to be recommended by 1-2 individuals who are knowledgeable about MLP and with whom you are familiar.
- Ask your nominator for advice on completing the application.
- There are six essay (100 words max each) type questions to complete. Give these some serious thought as how you answer and the depth of your responses are extremely critical to the decision process when your application is being reviewed for selection.
- Note that you have the option to upload and send a 1-page addendum (NO resumes please) of additional information that further supports your application.
- Double check your application and hit “submit”.
- You will receive an email confirmation that your application has been received.
- Finally, your nominator(s) will receive an email asking them to submit to MLP staff their comments/recommendation on you.

## Preparing for Your Interview

- All candidates will have a 30-min face-to-face interview with a MLP graduate who is a member of the Selection Committee. It is more positioned as a “conversation” than a “business type interview”.
- The purpose is to learn more about you that might not be apparent from your application, to answer any questions you have, to make sure you are aware of the commitment/expectations of the program and to offer you an opportunity to add more context to your application.
- All interviewers will have reviewed your application beforehand and will follow a discussion guide and, most likely, take notes during the conversation.
- Dress appropriately – business casual -- for this interview, regardless if it is conducted virtually or in person.
- Interviews will be scheduled in April.

## How the Candidate Selection Process Works

- Selection is based on input/recommendations from:
  - Your nominator(s).
  - Your interviewer who is a Selection Committee member.
  - Your reviewers who are Selection Committee members who reviewed your application.
- Interviewers and reviewers primarily base their scores on the candidate’s:
  - **Availability** – is the candidate committed to attend all 12 full class days and to serve on a nonprofit board or civic commission following graduation?
  - **Background** – will the candidate bring value to a board and does their life experience or career background bring the insight and skills pertinent to board responsibilities?
  - **Character** – does the candidate demonstrate that they have a servant heart with the aptitude to care and serve? Is the candidate’s motivation clearly service and not just making more friends or business contacts?
  - **Diversity, Equity and Inclusion** – MLP strives for a culture where students/graduates represent “all the diverse human differences” and where all feel welcome. Does the candidate demonstrate an understanding and appreciation of Diversity, Equity and Inclusion? Does the candidate have the fortitude and ability to promote diversity, equity and inclusion and respond to challenges against it?
- The Selection Committee is made up of 20 MLP graduates, staff, and Board members. Throughout March and April, they review all candidates’ applications and interview each. Then, in May, the Committee meets to review scores, compare notes,

and discuss each candidate. All applicants are scored on a 1-10 scale. They rank order each 1 thru how many candidates there are. The top 54 candidates are accepted into the program.

- Candidates will be notified of their status in mid-May.
- Competition is keen for the limited number of available slots. We normally have 65-80 applicants for 54 class slots and approximately 5 alternates.
- Applicants not selected are highly encouraged to apply the following year.

*Prepared by the MLP Recruitment, Application and Selection Committee: 10/5/2022*

**MLP MISSION**

*We prepare diverse, proven leaders for nonprofit board service through skills development and a firsthand view of strengths and challenges in San Antonio and surrounding areas. In partnership with nonprofits, we provide opportunities for graduates to serve as vital contributors in creating equitable, inclusive outcomes and building a better community.*