



LEAD Program Pathways

Building skills. Growing leaders. Strengthening our future.

The LEAD Program offers three progressive pathways designed to meet participants where they are and support their growth every step of the way.

PATHWAY & LEVEL		PURPOSE	KEY OPPORTUNITIES	ADVANCEMENT CRITERIA
 NEXT GENERATION Inspiring the next generation to explore, learn and build a strong foundation for leadership.	Explorer	Build foundational awareness of agriculture and ISA	- Intro webinars & tours - Attend ISA engagement events - Communications basics - Networking with peers	75% participation & 1 year commitment
	Apprentice	Develop deeper understanding and active participation	- Leadership fundamentals workshop - Media training - Policy 101 session - Shadow a Navigator/Ambassador at a board-adjacent meeting	75% participation & 1 year commitment
	Emerging Leader	Prepare for leadership responsibility	- Public speaking training - Media training - Advocacy exposure - Springfield visit to observe advocacy meetings	75% participation & 1 year commitment
 NAVIGATOR Equipping emerging professionals with the skills and confidence to advance their careers.	Contributor	Apply experience and contribute meaningfully	- Leadership training - Policy & checkoff deep dive - Lobbying exposure - Springfield travel - Participate in board meeting observation with guided reflection	60% participation & 1 year commitment
	Influencer	Develop leadership influence	- Advanced leadership development - Media training - Springfield travel - Optional national perspective session with ASA/partners	60% participation & 1 year commitment
	Impact Leader	Prepare for Ambassador role	- Leadership immersion - Policy leadership: - DC travel (select/approval) - Out-of-state travel for LEAD initiatives - Serve as event facilitator/panelist/mentor lead	60% participation & 1 year commitment
 AMBASSADOR Developing experienced professionals ready to lead at the highest levels.	Mentor	Support participants through mentorship	- Mentorship training - Participate in select LEAD events as mentor/guide - Share expertise via panels, tours, or small-group Q&A - Support participant readiness for media/advocacy opportunities	60% participation
	Advisor	Provide strategic guidance	- Advisory participation - Serve as speaker/host for leadership or industry sessions - Join Springfield or DC advocacy experiences - Provide strategic feedback to Navigators/committee	Board service & 50% participation
	Legacy Leader	Ensure long-term impact	- Sponsor and shape long-term program direction - Represent LEAD/ISA at signature events - Mentor mentors	Recognized for lasting impact

One Program. Three Pathways. Limitless Potential.

Wherever you start, LEAD helps you grow.
Take the next step in your leadership journey today!