

SNPA’S LEADERSHIP MENTOR PROGRAM

The NEX GEN program is designed to give newspaper executives with executive leadership potential the opportunity to grow both personally and professionally. The program offers a variety of events and activities throughout the year that are designed to strengthen participants’ industry knowledge, professional relationships, analytical skills and aptitude for innovation. The capstone of this program is the pairing of participants with a seasoned industry expert from outside his or her own company in an ongoing mentorship throughout the year.

NEX GEN mentors include publishers, CEOs and executives from marketing/advertising, circulation, production and digital operations. If SNPA selects a candidate for this program that would benefit from a different type of mentor, a suitable mentor will be recruited.

**KEY DATES**

July 15 Deadline for executive applications

July 26 Selection of participants announced

Sept. 14-16 2016 News Industry Summit, Sarasota, Fla. Co-sponsored by the Florida Press

Association and the Florida Society of Newspaper Editors. SNPA will pay most of the travel costs for the NEX GEN participants to attend this annual meeting.

Sept. 13-15 2017 News Industry Summit, Colorado Springs, Colo. At the completion of their

year in the NEX GEN program, participants will be part of the annual meeting program.

Throughout the year, NEX GEN program participants will talk one-on-one with their mentors and meet via video conference with other program participants.

Questions? Contact Edward VanHorn, SNPA executive director: (404) 256-0444 or [edward@snpa.org](mailto:edward@snpa.org)



**Application**

NAME: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

TITLE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

NEWSPAPER / COMPANY \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Hire: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Length of time in current position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please describe your current/previous management experience.

Briefly describe why you wish to enter the NEX GEN program, including specific areas that you would like to focus on with your mentor.

What position would you like to have in five to 10 years?

How could the NEX GEN program positively impact your performance in your current position?

*Application submission instructions follow.*

**SUBMITTING YOUR APPLICATION**

Please submit your completed application with a current resume and a reference letter from your general manager or publisher to: Edward VanHorn, SNPA, 3680 N. Peachtree Road, Suite 300, Atlanta, GA 30341. Or, email to: [edward@snpa.org](mailto:edward@snpa.org)

**Please note that the application deadline is July 15, 2016.**

*Newspapers whose candidates are accepted into the NEX GEN Mentor program agree to pay $750 as a commitment fee and pledge to grant time for their participants to complete all NEX GEN assignments and to attend the 2016 and 2017 SNPA News Industry Summits.*

*It is understood that the SNPA Foundation will subsidize travel expenses to attend these meetings, including hotel rooms, registration fee, most meals and up to $300 for the purchase of airplane tickets.*

*Participants understand that their newspapers are making a commitment to their futures. Newspapers are encouraged to stipulate that participation in the NEX GEN program carries an obligation to remain at the sponsoring newspaper for at least one year after the completion of the mentorship.*

*Mentors also agree that their participation is not an invitation to recruit the executives who are assigned to them.*

*For more information, please contact:*

*Edward VanHorn*

*(404) 256-0444*

*edward@snpa.org*