



SNPA'S LEADERSHIP MENTOR PROGRAM

The NEX GEN program is designed to give newer executives or those with executive leadership potential the opportunity to grow both personally and professionally. The program offers a variety of events and activities throughout the year 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.

August 14

Deadline for executive applications

August 25

Selection of participants announced

September 1

SNPA eBulletin features the names, faces and backgrounds of the 2015-16 NEX GEN group

October 5-7

News Industry Summit – Savannah, Ga. (will be introduced at a General Session and will meet the SNPA leadership)

Meet mentors and given a NEX GEN notebook with the syllabus for the program

Questions? Contact Howard Hoffman, member services director, SNPA, at (404) 256-0444 or Howard.Hoffman@snpa.org

NEXGEN Application

NAME: _____

TITLE: _____ SINCE: _____

NEWSPAPER / COMPANY _____

Date of Hire: _____

Have you attached your resume to this application? Yes No

Have you ever been in a management position with any company? Yes No

If "yes" please explain:

Briefly describe why you wish to enter the NEX GEN program:

What are your long- and short-term goals?

How do you believe the NEX GEN program could impact your performance in your current position?

Please name one to three industry leaders you admire and explain why:

NEX GEN MENTORS

- David Arkin, senior vice president of content and product development, GateHouse Media Inc., Austin, Texas
- Brad Boggs, senior director/digital sales, Evening Post Industries/Informed Interactive, Charleston, S.C.
- Steve Dorsey, vice president/innovation and planning, Austin American-Statesman, Austin, Texas
- Steve Gray, director of strategy and innovation, Morris Publishing, Augusta, Ga.
- Jeremy Halbreich, chairman and CEO, AIM Texas Media, Dallas, Texas
- Chris Hendricks, vice president/products, marketing and innovation, The McClatchy Co., Sacramento, Calif.
- Christy Oglesby, managing editor/audience growth, Cox Media Group, Atlanta, Ga.
- Barb Hough Roda, executive editor, LNP Media Group, Lancaster, Penn.

My top three choices to be matched with are:

1. _____
2. _____
3. _____

_____ I have no preference as to my mentor.

Please add any comments about your preferences here:

Please submit your completed application with a current resume, high-resolution photograph and a reference letter from your general manager or publisher to: Howard Hoffman, SNPA, 3680 N. Peachtree Road, Suite 300, Atlanta, GA 30341. Or, email to: Howard.Hoffman@snpa.org

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 attend the 2015 and 2016 SNPA News Industry Summits, and to complete all NEX GEN assignments as outlined in the syllabus.

It is understood that the SNPA Foundation will subsidize most 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 will be 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.