

# NEXGEN

## SNPA'S LEADERSHIP MENTOR PROGRAM - 2014-15

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 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 22:

Deadline to apply for program.

September 2:

NEX GEN Class will be announced. Syllabus review.

October 6-8:

Attendance at News Industry Summit (Charlottesville, Va.), including reception, meet-and-greet with previous NEX GEN participants.

November:

Begin reading book #1

December:

Conference call with mentor: Includes leadership tips

Conference call or Google Group to discuss book #1

January:

Visit with mentor at his/her newspaper or office

Conference call to include protégés and mentors

February:

Conference call with mentor: human resources

March:

Group visit to non-participating paper to meet with executive team

Conference call with mentor: should include newsroom

April:

Conference call with mentor: should include three biggest challenges faced in career

Begin reading Book #2

May:

Conference call with mentor: should include advertising and circulation issues

Optional visit to participant's newspaper

June:

Conference call for book #2

July-August:

Participant-only meeting

Observation assignment (non-participating paper)

Conference call with mentor: should include future of industry, planning and visioning

September:

Presentation planning

October:

Attendance at News Industry Summit (Oct. 4-6, 2015 in Savannah, Ga.), including group dinner for mentors and participants plus a presentation at the conference