



FREQUENTLY ASKED QUESTIONS (FAQ)

Q. What is LEAP?

A. Leap stands for Leadership Exploration with Authenticity and Purpose. In five sessions over five months, you'll explore resources for your professional life and beyond—through presentations on topics to creative problem solving to interpersonal relationships. You will make connections with internal and community leaders, create and develop goals and collaborate with peers in the program, all while receiving support from a designated mentor.

Q. Who can participate in LEAP?

A. Any employee who has worked for Mainstream Living since at least April 1, 2023 can apply to be a participant. If you have a growth mindset and want to learn more about how to develop as a leader, LEAP is for you - this includes DSPs!

Q. I'm thinking about applying, but don't know if it's right for me.

A. Only you can determine whether you're ready and open to learn more about yourself as a current or potential leader. Everyone has their own personal and professional journey, and this program is designed to support you if you're ready to take the "leap." It's important to know that LEAP is focused on developing you as a person by providing you with content and practical info/resources for you to use inside and outside of Mainstream Living.

Q. I'm an introvert and don't know if I will be comfortable in this environment.

A. Many leaders are introverts - including people in leadership positions at Mainstream Living! LEAP will be limited to 10 participants and has been designed to be a supportive environment. There will be plenty of opportunities to get to know your peers so you feel comfortable. Plus, stepping a little outside of your comfort zone is a great way to grow personally and professionally.

Q. How do I apply to be in LEAP?

A. LEAP applications will open on March 1, 2024 and will be available on our website. A letter of support from your supervisor will be required as part of your application. Applications close March 31, 2024.

Q. If I am selected to be a part of LEAP, how much of my time is required?

A. LEAP will meet once a month on the second Wednesday in June, July, August, September, and October. LEAP sessions will begin in the morning and end in the mid-afternoon (lunch is provided). We have structured each session to provide time to work on personal and professional goals in addition to the facilitated content. You will also meet separately with your mentor in at least five, one hour sessions over the course of the program.

Q. What does a typical LEAP session look like?

A. We don't want to spoil all of the surprises, but each of the five sessions will look a little different. There will be seminars, group discussions, guest speakers, networking opportunities, and plenty of fun. The last session will also include a special "graduation" event to recognize your accomplishments.

Q. If I participate in LEAP instead of working a normal shift, how will I be paid?

A. If you are an hourly employee, you will be compensated for time spent in LEAP sessions at your normal hourly rate.

Q. Who are the mentors?

A. Just like LEAP participants, mentors also apply to be in the program. Mentors are people in leadership positions within Mainstream Living. Each LEAP participant will be paired with a mentor that will provide support and one on one guidance throughout the program.

Q. What if I want to be a mentor?

A. Great! We are looking for a diverse group of mentors who are ready to support our LEAP participants while also seeing this as an opportunity for growth and development. Mentors must have been employed by at least April 1, 2022 and should hold a team leader or higher level position. Mentor applications will open March 1, 2024.

Q. What do mentors need to do?

A. Each mentor will be provided a guidebook that will support you throughout the program. Mentors will be asked to attend at least two networking events during scheduled LEAP sessions and will meet with their mentees at least once per month for an hour.

Q. Will LEAP be offered again next year?

A. At this time, LEAP will be offered every other year. However, we are continually reassessing our development opportunities and LEAP or other programs may be offered on a more frequent basis.

Q. Who should I contact if I have questions about LEAP?

A. Any questions regarding the application process, mentors or other details can be directed to Jess Lundquist .