

Considerations for NCLI Applicants

Please note that participation in the NCLI requires a significant time commitment. Accepted fellows are expected to attend and participate fully in all three residencies, peer group calls between residencies (minimum 1x monthly), and make significant progress on their chosen adaptive leadership challenge.

The NCLI Board decided to pilot a format change for Cohorts 18 and 19 (2024-25, 2025-26) in hopes to accommodate a wider and more diverse pool of applicants. The pilot format will consist of:

6 day in-person residency in October 2025 at NCTC in Shepherdstown, WV

3 day virtual residency in January 2026

5 day in-person residency in Spring 2026 at NCTC in Shepherdstown, WV

Ideal applicants are those who are:

- responsible for making progress on an adaptive challenge
- reflective and resilient; ready to be challenged and up for deep leadership learning
- willing to explore the edges of their own competence, understanding that their repertoire is likely inadequate given current pressures and expectations
- curious, introspective, open to exploring divergent diagnoses about the challenges they are facing
- willing to explore their own blind spots and the ways they might also be a part of the problems they are trying to solve
- hungry to reconnect to a deeper sense of purpose and to one another
- up for experimenting with novel approaches to their work

Some participants have found the training to be emotionally challenging. Please be aware that parts of this training may exacerbate stress and/or mental health issues that might make the applicant vulnerable emotionally.