



## Central America Leadership Initiative (CALI) Key Attributes and Criteria for New Fellows

### PRE-REQUISITES

**Region:** Reside in the Central America region.

**Age:** Between 35 - 45 years of age, by the end of the year the class launches.

**Language:** Possess fluency in English, both oral and written (Readings and Seminar discussions are in English).

**Commitment:** Candidates must commit to full participation in all aspects of the Fellowship and welcome different points of view with an open mind and heart.

**100% Seminar Attendance:** We expect Fellows to participate fully in all four-seminars. Seminar dates are non-negotiable.

### KEY ATTRIBUTES

**Track Record:** We seek candidates with a proven track record of accomplishments and successes in their respective fields, indicating their ability to make significant contributions and achieve tangible results. We are not seeking emerging leaders.

**Influence (actual and capacity):** We look for individuals who have demonstrated real influence, whether through their ability to mobilize resources, drive change, or inspire others. Candidates' potential to further expand their influence and create meaningful impact in Central America is also taken into consideration.

**Effectiveness:** We value candidates who have a proven track record of being effective in their roles and achieving desired outcomes. These individuals effectively strategize, develop compelling initiatives, and execute plans to accomplish their goals. Their effectiveness is reflected in their ability to identify and prioritize key objectives, mobilize networks and resources efficiently, and make informed decisions that lead to positive and measurable impact. Candidates who are effective in their work inspire confidence and trust in their abilities, and they are recognized for their ability to bring about meaningful change and progress in Central America.

**Timing and Readiness (inflection point):** We consider candidates who are at an inflection point in their personal or professional journeys, where they are poised to take on new challenges and leverage their experiences, platforms and networks to create transformative change. Individuals who are ready to embrace the opportunities and responsibilities of leadership in Central America.

**Intellectual Curiosity and Openness:** We seek individuals who have a deep intellectual curiosity and openness towards viewpoints that may significantly differ from their own; a thirst for knowledge, and a commitment to lifelong learning. We value individuals, firm in their convictions, who are intellectually engaged and receptive to exploring new ideas and engaging with people from diverse backgrounds, beliefs, political positions and perspectives.

**Entrepreneurial Mindset:** We look for candidates who are innovative, resourceful, and willing to take calculated risks in pursuit of their goals. Entrepreneurial thinking and experience are important qualities for driving positive change and creating innovative solutions.

**Diversity of Experience:** Diversity of gender, ethnicity, geography, industry, size of company, politics, religion, family status, and age are taken into consideration. We value candidates with unique professional journeys, going beyond the conventional path. Their diverse backgrounds and experiences bring fresh insights and innovative



problem-solving skills to tackle complex challenges in Central America.

**Values-based Leadership:** Ethics and integrity are critical attributes when selecting candidates. Candidates with a strong moral compass and a commitment to ethical leadership are valued for their ability to inspire trust and lead with integrity.

**Resilience and Adaptability:** Resilience and adaptability are crucial qualities we seek in candidates. We look for individuals who have demonstrated the ability to navigate challenges, overcome setbacks, and adapt to changing circumstances.

**Authenticity:** We look for candidates who are true to themselves, genuine in their interactions, and have a strong sense of personal values. Individuals who lead with integrity and are transparent about their motivations and aspirations.

**Global Perspective:** As part of the AGLN community, we look for candidates with a global mindset. Individuals who have a broad understanding of global issues, are culturally sensitive, and are committed to fostering cross-cultural understanding and collaboration.

**Open-Hearted:** We look for individuals characterized by their empathy, compassion, and genuine care for others. Candidates that have the ability to listen deeply, understand diverse perspectives, and build meaningful connections with people from various backgrounds.

**Collaboration and Teamwork:** We seek candidates who are skilled collaborators and team players. The ability to collaborate across sectors and disciplines is essential for driving collective action and achieving meaningful impact.

*If you know someone who isn't eligible for the Central America Leadership Initiative (CALI), but who would like to share the Aspen experience, please invite them to join us for the Aspen Executive Seminar on leadership, values, and the good society:*

<https://www.aspeninstitute.org/programs/executive-leadership-development/>