



## **SOURCES OF SUCCESS EMPLOYER SUPPORT AND ACKNOWLEDGMENT FORM**

### **Sources of Success: Overview**

The Sources of Success Program (the “Program”) is a highly competitive twelve-month professional development program for high potential talent from corporate legal departments and law firms who identify as mid-career attorneys. Each year, the curriculum evolves to address the needs of the cohort to excel as leaders within their own organizations. A few focus areas have included an individual leadership assessment, development, and a professional strategic plan, which will continue supporting their ascend into leadership roles.

### **Sources of Success: Curriculum**

The Program combines courses that span client development, executive presence, organizational leadership, strategic career management, increasing influence and credibility, effective communication strategies as well as group and individual coaching. SOS participants will also engage with leaders from major companies in various industries as panel participants and mentors.

### **Sources of Success: Participant Time Commitment**

If accepted, the Program participant will be required to participate in all mandatory in-person sessions. The Program meets quarterly and requires 1.5-2 days of participant’s time.

### **Manager/Supervisor Acknowledgment**

I am aware of \_\_\_\_\_’s interest in applying to the Program. I acknowledge the time commitment required to attend the quarterly program sessions throughout the year, support their participation in taking time-off on the specified days for the mandatory quarterly sessions, and financial sponsorship to attend the Program with the acknowledgement that MCCA will not reimburse hotel and travel costs. I also agree to meet with MCCA leaders to discuss participant’s participation and progress up to three times during the 12-month period.

**MANAGER/ DIRECT SUPERVISOR TITLE:**

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**MANAGER/ DIRECT SUPERVISOR NAME (PRINTED):**

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**MANAGER/ DIRECT SUPERVISOR SIGNATURE:**

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**DATE:** \_\_\_\_\_