

Resilience Leadership Academy (RLA) – Frequently Asked Questions

1. **Who are the recommended participants?** The next tier of leaders within your organization that you want to further develop into an executive level position. Recommended applicant include:
 - a. Local, state, and federal leaders in departments across economic development, public health, public works, finance and administration, human resources, transportation, police, fire, and emergency management.
 - b. Leaders in the corporate and nonprofit sectors with responsibility for operations, human resources, planning, strategy, management, security, etc.
 - c. Depending on the size and scale of your business, that may include managers, directors, vice presidents, executive directors, or presidents.

2. **How will this training benefit me and my organization both in the short term and long term?**
 - a. Increase the presence of broader thinking within the organization
 - b. The team will start to drive and move objectives forward
 - c. Create an atmosphere where people are not afraid to make decisions
 - d. Increase business acumen, provide strategies on how to run an organization, and infuse concepts of economics and risk
 - e. Increase your team’s exposure on the businesses across the Charlotte region and the world around them
 - f. Create the space for your employees to bring back solutions to real issues your organization is facing
 - g. Show progress on a leadership succession plan for key roles

3. **How does the academy enable participants to sustain the application and knowledge during and after the course?**
 - a. During the 8 sessions participants will have pre and post work materials to support the tools and templates introduced throughout the 8 sessions. During the 1st session, each participant will be paired with a partner to intentionally collaborate with peers across industry.
 - b. The academy is an opportunity to get your employees ready for the next business challenge that is coming. Additional executive coaching for leaders is available as an option upon request.

4. **How long is the program?** There are a total of 8 sessions within a 90 day period. Total learner time is 24 hours.

5. **Are video or online courses available?** The course is designed for in-person collaboration to maintain a personal touch with participants. To be agile with evolving organizational needs and convenience, a hybrid model is available for convenience.

6. **How many participants can one organization send?** Up to five (5) people per organization.

7. **What if I have dietary restrictions or food allergies?** Once you complete the application process, a questionnaire will be provided to collect additional details about participants, to include food allergies, etc.

8. **Do I need to attend the entire training?** A key value of the RLA is the quality of participants and engagement. To strengthen the experience for all participants, we strongly encourage participants to attend all 8 sessions.
9. **What is the dress code?** There is no set dress code. However, the Asfalit team will be in business attire. Additionally, please note that multiple industries will be represented in the academy, and some may have specific requirements for dress codes.
10. **How can I pay for my training?** There are 3 ways to pay for the RLA. You can pay via Invoice, ACH transfer, or a credit card online.
11. **I have more questions. Who can I contact?** Please submit any additional questions to info@asfalitadvisors.com and our team will happily respond to your inquiry.
12. **How do I change or cancel my enrollment?**
 - a. If you would like to change the participant, you can email us at info@asfalitadvisors.com to update the name of the participant.
 - b. **Cancellation policy:**
 - i. If you cancel before the registration deadline of March 1st, your fee will be reimbursed 100%.
 - ii. If you cancel between March 1st and the start of the first session, 50% of the fee is reimbursable.
 - iii. If you cancel after the 1st session, the fee is non-refundable.