



Fundamentals of Western Conservation Leadership: Through the Looking Glass 2026-2027 Application Information & Instructions

Thank you for your interest in the **Fundamentals of Western Conservation Leadership: Through the Looking Glass course**. There are a limited number of seats available, and we appreciate careful review of the following information before submitting your application materials.

Please contact Ali Duvall, WCLDP Program Manager, if you have questions (westernconservationldp@gmail.com, 406-370-5047).

Important Information to Consider Before You Apply

Participation in all three sessions and intersession work is required. The course includes three sessions: the first and last are in person, and the second is virtual. It is critically important that you attend all three sessions to ensure you and your fellow participants maximize the experience. Participants must also commit to completing intersession work. A certification of course completion will be given to all graduates at the end of the course.

Participants who gain the most from this course are those who fully engage. We call this “leaning into the work.” The course is not a good fit for people who want to “check a box” for training or for those participating because they were directed to do so.

The training can be challenging given the emphasis on getting out of your comfort zone and exploring new ways of seeing yourself and the system you work. We practice creating courageous spaces to do adaptive work, which includes engaging in difficult conversations and introspection into how our behaviors contribute to leadership. This work can be emotionally challenging for many people, and it is also what makes this course so impactful and different from more traditional training. With this in mind, *the course is not designed to process deep work on individual or organizational mental health or to heal trauma. We strongly recommend that anyone experiencing recent work or life events causing stress, grief, or anxiety contact the Program Manager to learn more about the course and types of experiences in the training to determine if this is for them or the right time to apply.*

We recommend talking to WCLDP alumni to help determine if this program is a good fit for you. The WCLDP website includes the names of alumni who have participated in previous cohorts. A conversation with former participants will give you a sense of what they experienced and help inform your decision to apply. Please reach out to the WCLDP Program Manager for specific contact information.

We hope you'll join us on this leadership journey!

Submission Instructions:

Please fill out the application form [\[linked here\]](#) by June 5, 2026, which includes:

- Personal Interest Essay

Please explain why you are interested in participating in Fundamentals of Western Conservation Leadership 2026-2027. Address the following:

- 1) Why are you interested in this course?
- 2) What are the TOP 3 challenges facing Western conservation?
- 3) What unique perspective do you bring to this training?
- 4) What do you hope to gain from this course to effect change in your organization and the work ahead?
- 5) What do you find most challenging about exercising leadership. (Please be specific.)

- Support Letter from your Director, CEO, or Supervisor*

A support letter must be provided by the Director, CEO, or Supervisor of the supporting organization/agency/affiliation. The support letter should express approval for the applicant to actively participate in all elements of the course and briefly address the applicant's ability in the following areas:

- 1) leading organizational change,
- 2) cultivating innovation and experimentation,
- 3) developing relationships with a broad array of partners,
- 4) resilience under pressure or conflict in the work environment, and
- 5) any other information you want to share related to their demonstration of, or interest in, Western conservation leadership.

*Note, if you are a private landowner, please seek a letter of support from a partnership-based group in which you are a part to provide additional perspective on your leadership qualities.

- Review and understanding of the course approach and delivery as an applicant with the support of your supervisor and agreement to participate in all sessions to complete course requirements:

- **Review of Course Curriculum and Methods:** I have reviewed the course website, application information, and consulted with my supervisor and/or alumni of adaptive leadership programs to determine that this is the right course for me at this time in my career and life.
- **Commitment Statement:** If offered the opportunity to participate in this course, I will commit to the time required to **actively engage in all three sessions (in-person and virtual) and intersession teamwork (approximately 20%)**. I understand that teams will meet regularly on assignments that are required to complete the course. I have discussed this time requirement with my supervisor, who supports my attendance and the associated work.

Contact Information:

Ali Duvall

WCLDP Program Manager

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406-370-5047