



2024 APG Leadership Program

Mission: To educate and motivate diverse industry members into becoming future leaders of the U.S. pistachio industry and American Pistachio Growers.

Program Overview: American Pistachio Growers (APG) is looking for motivated individuals with a vested interest in the U.S. pistachio industry to guide the industry into the future. These future leaders will learn about all aspects of the U.S. pistachio industry and the important role that APG, its Committees and Board play in overseeing the well-being of this growing specialty crop industry and its constituents. The future of the U.S. pistachio industry rests in the hands of the next generation.

Description: The APG LeadOn Program is a year-long program designed to provide a unique experience, consisting of leadership training and industry education seminars led by APG and industry leaders, hands-on educational opportunities that build upon the knowledge base provided by seminar presenters, field experience and a firsthand view of how the Committees/Board work, in order to prepare participants for Committee/Board selection. LeadOn is an educational and professional development program and should not be utilized to solicit business and/or for personal gain.

Program Details:

- Leadership training and industry education seminars:
 1. *Pistachio Industry Overview* – APG make-up and role in the pistachio industry, industry information (acreage, issues, future), goals & requirements of the program.
 2. *Orchard Management, Environmental Stewardship, Sustainability, Food Quality & Safety* – Farming practices, GAPs & FQ&S, environmental issues related to production, pest management, sustainability, water availability, community relations, equipment, record keeping, etc.
 3. *Processing* – GMPs, FQ&S, processing (hulling/drying, grades, forms), equipment, record keeping, sampling, inspections and transportation.
 4. *Marketing & Nutrition* – APG strategies by country and category, position/market analysis, reputation management, sales (wholesale, retail), advertising, image, etc. Discussion of nutritional research and healthy attributes of pistachios and related technical issues. Media training will be conducted with leadership participants.
 5. *Global Trade & Technical Issues* - Regulations & tariffs, shipping and receiving protocol, inspections and certifications, negotiations, special interest groups, USDA, FDA, CDFR, etc.
 6. *Leadership Training*: Learn what leadership style you possess and how to implement effective management in your business and commodity organization.
 7. *Government Relations*: Knowledge and understanding of legislative and regulatory process at the State and Federal levels and APG's involvement and activities in those areas.

8. *Board Governance and Committees*: Learn all aspects of being a successful Board/Committee member, roles and responsibilities, legal considerations, financial responsibilities and strategies for a high-performing Board/Committee.
 - Participants engage in hands-on educational activities that build upon knowledge base gleaned from seminar topics.
 - Participants sit in on selected APG Board and Committee meetings.
 - Introduction and receipt of certificate of completion (graduation) at an awards ceremony held during 2025 APG industry conference.

Approximate Time Investment:

Activity	Attend/Year	Duration/Hours	Total Hours
Board	1/4	4	4-6
Committee Meeting	2/4	4	4-6
Training Seminars	8	5	40
Industry Tours	2	6	6
Pistachio Industry Conference	1	8 -16	8-16
Totals			62 – 74

Program Outcome: The goal is for participants to graduate from the program with:

- the knowledge, skills and confidence to provide capable APG leadership and committee leadership to the American pistachio industry in the future, following closely in the footsteps of today's quality committee and APG Board members;
- a well-rounded education in the American pistachio industry from "farm to fork";
- enhanced understanding of issues facing the pistachio industry today and in the future;
- a wide range of professional contacts within the industry;
- increase visibility in one of the Western state's most successful Ag industries; and a valuable addition to a professional resume.

Cost to Participant: Cost to participate in the APG leadership program is \$500. This fee covers a portion of the cost for tours, educational activities, educational materials and meals.

Scholarship: For grower members traveling from out of state, the LeadOn scholarship will cover airfare and rental car (if necessary) to be reimbursed and not exceeding \$750 (per event). If participation requires a hotel overnight stay, APG will reimburse the cost not to exceed \$100 (per event).

Eligibility Requirements:

- APG member/processor in good standing for crop year 2023-24 (per APG Bylaws).
- Operates in the state of California, New Mexico, Arizona or Texas.
- Must have been employed in the pistachio industry for at least one year.
- One applicant per grower/processor entity (including all related entities).
- Full support of employer to participate in required activities.
- Completion of application form for consideration by APG.
- Participants must commit to attend 100% of all scheduled meetings in person.

How to apply:

Candidates must complete an application form to be considered to participate in the program as well as fill the eligibility requirements. **The program requires a minimum of 12 participants each year.** Candidate applications will be evaluated and reviewed by a selection committee consisting of LeadOn Committee members and/or LeadOn alumni and APG staff.

Please download the application, complete and email the final version to Hannah Doyle at HDoyle@AmericanPistachios.org or call (559) 475-0435 for further questions.

Applications for the 2024 LeadOn Program are due by **March 1, 2024.**



2024 Leadership Program Application

Applications must be submitted by March 1, 2024 for consideration. Please email completed application to Hannah Doyle at HDoyle@AmericanPistachios.org

Name: _____

Company and/or Employer Name: _____

Address: _____

City: _____ State: _____ Zip: _____

State of Operation: _____ Years in Operation: _____

Office Phone: _____ Cell: _____

E-mail: _____

Describe Your Idea of Leadership:

Describe Your Business Activity in the Pistachio Industry:

Describe What You Consider to be the Most Important Challenges/Opportunities Facing the Pistachio Industry:

Describe Your Interest in Participating in the APG LeadOn Program:

Please Rank in Order the Preference Areas You Are Most Interested In:

ORCHARD MANAGEMENT: _____

FOOD QUALITY & SAFETY: _____

MARKETING & NUTRITION: _____

GOVERNMENT RELATIONS: _____

LEADERSHIP & MENTORING: _____

Describe Your Goals After Completing the LeadOn Program:

Please Indicate Any Other Committees or Boards You Have Served On: