



Rules for Fellowships

This section is very important and should be read very carefully – we would like you to know our purpose and intentions because the Academy is built on trust and commitment to social good.

Overview of Principle Values & Rules

- Our purpose is to create the opportunity for talented Poles to gain access to world-class education **regardless of their financial status**.
- We are delighted we can make one of Europe's best leadership programs accessible to all outstanding people including those who would otherwise be unable to afford to participate in such a program.
- At the same time, we wish to avoid a situation in which people with substantial resources contribute to the Academy on exactly the same grounds as people with very limited resources – we want our support to be distributed on **just basis**.
- For the above reasons **participation in the Academy is fellowship-based only** – this means that all participants must go through the same selection process and are supported in a transparent way that ensures fairness of the process and commitment to learning and social good.
- **There are up to 40 Full Fellowships:** the participation in the Academy is at no or at significantly reduced cost for fellows.
- **There are also up to 2 Institutional Fellowships:** for participants who can be supported directly by their organizations at a regular amount of EUR 21 500.
- All fellows are asked for a marginal **commitment contribution** whose objective is to support and develop the Academy.
- We also cover a part of accommodation costs and help with travel.
- Any fellow who is unable to afford even the minimum commitment contribution may apply for **financial support** and we stand ready to reduce it to 0 or to another affordable level. Financial support is offered to those fellows who need such support the most and in proportion to their financial situation, taking into account also non-financial reasons such as high expenditure on health or temporary unemployment issues.

We deeply believe that this support system – which we monitor and improve each year – is fair. Our promise is that the Academy will provide participants with a unique and life-changing experience and will be a standing resource for their future leadership work and personal life.

Academy This Year

While most other programs end just after you have done the main coursework, the Academy continues beyond the core program in order to create a valuable support system for our fellows so that they can make a bigger positive impact for Poland and for the world.

Each year the Academy grows and offers new unique development and connection opportunities – this year the whole Academy's experience will include:

- 4-month core program;
- 1-year support upon graduation – 4 full academic sessions (Q-meetings) and up to 12 L-Nest meetings;
- Access to Advanced Management Program & world-class leadership trainings post-graduation (for alumni and partners only);
- Leadership Nests™ – participation and licensing;
- Harvard licensing.

+ Life-long Alumni Status.

In addition:

- Educational events (closed meetings with guest educators and special guests);
- Occasional tutoring by Academy's educators;



- Social events (New Year's party, mixer parties, opera and museum trips, etc.);
- Alumni reunions;
- Accommodation – in part;
- Readings and other educational materials.

Types of Fellowships & Costs

Leadership programs around the world are very costly, with costs going beyond EUR 30,000 for few-week programs and even a short-term program of 3-6 day can cost more than EUR 10,000 in addition to all travel and accommodation costs. Our past educators—including Prof. Heifetz and Prof. Timothy O'Brien—are involved in such programs at Harvard and you can see their costs on their websites.

Our program differs. All our educators have agreed to teach at the Academy and help us build world-class education in Poland for only a small fraction of their usual fee. This also applies to members of our organizing team who volunteer a great deal of their working and private time. As a result, and thanks to the support and cooperation of our partners, we have managed to lower the Academy's operating costs to an absolute minimum.

This has enabled us to offer up to 40 Full Fellowships. People who receive a **YES!** will participate in the Academy at no or at significantly reduced cost, except for a part of personal accommodation and travel expenses and the **commitment contribution**. We cover part of accommodation costs and help with travel.

In addition, there are up to 2 Institutional Fellowships for participants who can be supported directly by their organizations at the regular amount of EUR 21 500 and the commitment contribution.

Any fellow who is unable to afford even the minimum commitment contribution may apply for additional support and we stand ready to reduce it to 0 or another affordable level (see below).

Selection Principles

When selecting participants, and later when providing financial support, we apply the following principles to ensure full fairness of the process:

Principle 1: Acceptance to the Academy is merit-based and is not influenced by candidate's financial situation – we will use a so-called blind-review process which means candidates will not be asked about their financial status or their ability to pay the commitment contribution in the application process.

Principle 2: Financial support, a reduction in the commitment contribution, is offered to those fellows who need such support the most, and in proportion to their financial situation – we wish to avoid a situation in which people who do have substantial resources contribute to the Academy on the same grounds as people with very limited resources.

Principle 3: Financial support, a reduction in the commitment contribution, is offered to accepted fellows in a transparent way – the same criteria will apply to all fellows and will be made known in advance.

Support Principles

This means that the following two-stage procedure will apply for selecting participants and providing financial support to fellows.

Stage 1. Candidates apply to the Academy and are evaluated based only on the merit of their application form.

Stage 2. Candidates who receive a **YES!** will be able to apply for a reduction in the commitment contribution in the following order:

- **100% reduction** in the commitment contribution – fellows earning less than PLN 4918,17 gross (average monthly gross salary in Poland according to GUS for previous year).

- **50% reduction in the contribution** – fellows earning between PLN 4918,17 gross and PLN 6022,75 gross (half-way between an average monthly gross salary and personal income tax bracket for high-end 32% tax rate).

- **25% reduction in the contribution** – fellows earning an average monthly gross salary of between PLN 6022,75 gross and PLN 7127,33 gross (personal income tax bracket for high-end 32% tax rate).

- Fellows who are above the limits or who can obtain reimbursement from their organization or HR department do not require support.



- Fellows who can provide other non-financial reasons for their inability to pay the commitment contribution will be evaluated on a case-by-case basis taking into account in particular high expenditure on health or temporary unemployment issues.
- **We do not ask for PIT statements.** When applying for additional support, fellows are only obliged to sign a personal written statement on whether they earn more or less than the given threshold; they do not have to tell us their exact salaries. We will not verify these statements in any way and will simply trust our fellows.

Commitment Contribution

The commitment contribution is very small in relation to the Academy's program but has three important functions.

Firstly, it is a sign of commitment – we want fellows to be committed to the Academy's work and be fully present during the program. We want to avoid situations in which candidates accepted to the program do not show up for classes, because “they are for free”. This is a real loss because it takes away the opportunity to participate in the Academy from other talented people. Secondly, part of the commitment contribution will cover some marginal costs (administration of the application process, meals, Harvard licensing for case studies, print-outs of readings and other materials, etc.). Thirdly, it is a way of helping the Academy grow and ensuring her sustainability in the future so that we can provide fellowships for other talented people in the coming years – fellows for fellows by fellows.

The **total commitment contribution** consists of the following elements and amounts:

1. Application contribution paid at application in amount of EUR 25 - for candidates who re-apply - and EUR 40 - for candidates applying for the first time.
 - a) If you are not accepted to the program in a given year **the amount can be fully re-used:** (i) for tickets to closed events organized by the Centre for Leadership or (ii) for future participation in the Academy, if accepted next year.
 - b) It is required because it helps us cover administrative costs of the application process.
2. Registration contribution in amount of EUR 350.
 - a) Paid only if accepted to the program: marks commitment to be fully present in the Academy and covers essential marginal costs for participating in the Academy.
 - b) Payment 2 weeks before the Academy starts only by fellows who have already been accepted.
3. Donation: after the Academy fellows are asked for a donation in amount of EUR 900 – fellows contribute more and some less, depending on their financial situation, in line with the support principles enumerated above.
 - a) Paid 2 weeks after graduating from the Academy once fellows have gone through the whole program and can evaluate its value for their personal and professional life.
 - b) This voluntary donation goes to a special fund created in the Foundation that co-organizes the Academy and which is dedicated to securing future editions of the Academy and future generations of fellows and alumni.

Accommodation & Travel

Covered by the Academy (included in the program) – most meals and social events, including lunches, breakfasts, opening and closing gala dinners, graduation party, and New Year's party.

Covered by fellows – part of room and part of evening meals costs, travel costs and personal daily expenses.

Help with travel – we help with travel and connect fellows before the program to offer joint rides for those who do not have cars or need to save on travel costs.

Note: We do not provide any financial support in the form of stipends payable in a monetary form directly to the fellows.