



# LEADERSHIP ACADEMY

*Real Business. Real Experience. Real Leadership.*



**AN EARLY CAREER DEVELOPMENT PROGRAM LIKE NO OTHER**  
*leadershipacademy.io*

*Who we are at*

# LEADERSHIP ACADEMY

## *A Year You Will Never Forget*

At Leadership Academy, we believe that career paths are not always linear. For the right individual, going through Leadership Academy at the beginning of your career could become one of the most formative experiences of your life.

Leadership Academy is a hands-on crash course in leadership, entrepreneurship, and real-life business experience – all while being paid a salary. Recent college graduates are hired on as Business Associates and will be immersed in multiple “Best-in-Class” service companies at the forefront of their industries and directly mentored by the people who lead them.

A role with Leadership Academy positions individuals to become a future leader in one of our partnering companies or beyond.

WHAT IS

# The Program?

$\frac{1}{3}$  Leadership Crash Course

$\frac{1}{3}$  Entrepreneurial Boot Camp

$\frac{1}{3}$  Real Field Experience



## What does this look like?

- You will work in several “best-in-class” service companies that lead the market in their respective industries.
- You will get hands-on experience executing the “blue collar” work that makes our society run. This is hard, dirty, sweaty, physically demanding work.
- You will rotate through multiple companies, spending several months at each, experiencing how business operations run from frontline work to the executive team.
- You will receive opportunities to lead and manage people.
- You will receive firsthand experience with managers, technicians, and estimators in the field interacting with customers, making sales presentations, and assessing projects.
- You will be mentored and developed by company leaders with routine and frank feedback.
- You will engage in leadership development with your cohort weekly including a speaker series with successful community leaders, a rigorous study program of books and resources to guide your career, and lessons in business and leadership.

## Best Case

You spend a year around high-achieving, high integrity people and learn a lot about small business operations, while developing friendships with your leadership cohort.

You fall in love with small business.

You join one of our companies for the long run and grow into a manager (or more).

We help you start a business.

## Worst Case

You spend a year around high-achieving, high integrity people and learn a lot about small business operations, while developing friendships with your cohort.

You learn more about yourself – what you’re good at and like doing and what you’re not good at and don’t enjoy doing. You’ll figure these things out more quickly than in a typical entry level role.

## What does it cost?

**Nothing.** In fact, we pay **you** \$50,000 annualized during the program with \$10,000 of development included, as well as opportunities for advancement post-program.

We believe you are worth the investment and that we will find our next generation of company leaders through this program. We are willing to pay for that privilege.

## Where is it?

**Austin, Texas** - The Capital City of the Lone Star State. Come and enjoy our world-famous BBQ, the greatest live music in the nation, and interact with entrepreneurs from around the globe.



**LEADERSHIP**  
ACADEMY

*Meet our*

## **FAMILY OF BUSINESSES**

We are a group of family and friends that run service businesses in Central Texas. Over the years, our companies have become highly respected businesses in the community. We are long-term, strategic thinkers that strive to serve our employees, build excellent businesses, and have a good time in the process.



*Wondering if Leadership Academy is right for you?*

## DO YOU...

- Desire to develop competencies that will help you to be successful in business and life?
- Want to grow in your problem solving abilities, communication skills, and ability to add value to an organization?
- Understand that the arc of your career will likely not be linear and see the importance of learning as much as you can early on?
- Believe that the most important thing you can do at the beginning of your career is to develop skill sets that you will utilize in your vocation?
- Care about developing deep relationships with people that will help you progress and figure out what you're good at and not good at?



# DO YOU HAVE WHAT IT TAKES?

*Be a part of a formative year that will set you apart with real-life, hands-on business experience, entrepreneurial savvy, and leadership skills. It will be a year of growing, stretching, hard work, and ultimate payoff with the guidance of mentors who were once in your shoes and like-minded peers with the same goals. At Leadership Academy, we want to invest in you as you invest in your future.*

Apply for our upcoming cohort at [leadershipacademy.io/application](https://leadershipacademy.io/application).  
*2022 Cohort begins August 2022.*

