

Program Description and Application Instructions

Deadline to Apply: December 1, 2026

The Society of American Military Engineers (SAME) seeks creative and innovative problem-solvers to participate in the Leader Development Program (LDP). Working with support from the SAME Foundation, the LDP identifies talent from within the SAME membership to deliver leadership training for the A/E/C industry and SAME. The LDP ensures strong leadership to tackle our nation's national security infrastructure challenges now and in the future. The target participant is an enthusiastic, mid-career professional dedicated to the mission and strategic direction of the Society.

Who May Apply?

Members of the Society of American Military Engineers with at least one-year of membership in the Society as of December 1, 2026, and with five years of progressive professional experience may apply. Most of our candidates have 5-15 years of experience in the A/E/C industry. We are looking for LDP participants who have diverse experience and are ready for increased responsibilities within the Society and our industry. Past participants have come from military, government, and industry.

★ ★ ★ KEY DATES ★ ★ ★

PROGRAM YEAR

May 2027-May 2028

APPLICATION PERIOD

October 1-December 1, 2026

Program Overview

The program is a yearlong commitment beginning at the 2027 SAME Joint Education and Training Conference (JETC). The LDP graduation will be held at JETC 2028.

The one-year program is broken into three focus areas:

1. **Know Yourself**
2. **Know Your Team**
3. **Know Your Future**

The program will kick-off the year with a classroom session at JETC 2027 facilitated by a professional experienced in the science of personality strength assessment and leadership coaching. The goal of the classroom session is to identify how each candidate's perception of the world around them informs their decision-making, and ultimately defines their values and beliefs. JETC 2027 will set the foundation for the rest of the year.

The class will consist of 20 participants.

Program Objectives

- Support the development of the next generation of world class military, government, civilian, and industry leaders for the Society and our Nation.
- Understand individual strengths and how to apply these strengths to achieve success.
- Understand team-building concepts including roles, responsibilities, and accountability.
- Develop leadership skills through training, assignments, a service project, and other opportunities.
- Foster leadership for the Nation!

Program Details

Methodology

Training information will be presented through a combination of classroom-style lectures, seminars, simulations, and hands-on experiences (a service project) throughout the program year. Participants will engage in detailed class discussions and synthesize concepts for application in their current and future leadership roles.

Reading Assignments

Participants are required to read and be prepared to discuss 3-4 books during the program. A reading list will be furnished to participants. Do not buy books until the final list is confirmed. Purchase of the books will be the responsibility of the participant.

Mentoring

Participants will select a mentor to support their professional development throughout the year. Explore potential mentors through [Engage in Mentoring](#) or reach out to your Post President or Regional Vice President for recommendations.

Utilization Project

The Utilization Project Implementation Capstone (UPIC) requires that LDP participants make use of the leadership skills gained throughout the program. By initiating, leading, and completing a UPIC of their choice, participants apply their knowledge gained and skills learned through the program as well as providing service, leadership, and value to the Society and our members.

UPIC's can vary due to the participant's interest; chosen level of Society participation (Post, Regional, or National); local or national committee interests/needs; and availability to provide service to any SAME member, Federal Agency, SAME strategic partner, Posts, Regions, or SAME National. All UPIC's will be approved by the SAME Executive Director to ensure tangible and valuable outcomes.

UPIC topics and execution should include the strengths and desires of the candidate as well as the mission, vision, goals, and values of the Society.

Participation Outcomes

Upon completion of the 2027-28 LDP, participants will gain the following in preparation for increased leadership responsibilities:

- 120+ hours of formal leadership training
- A perspective larger than their organization
- Ability to understand and embrace change
- Incorporate the perspectives of peers, customers, stakeholders, and industry partners
- Understand how leaders articulate and use vision and values
- The power of diversity
- Promote cooperation, collaborative team building, and networking
- Develop knowledge and skills necessary to form relationships, teams, and partnerships
- Develop an understanding of mission, vision, and challenges of partnering agencies and stakeholders

Participant Responsibilities

Commitment of Time

- Selection and participation are privileges. Participants must commit to the time during and after normal duty day hours. Participants must be able to travel. Participation is entirely voluntary. Most employers cannot afford for staff members to engage in a yearlong program where the employee will be away from their office responsibilities. Therefore, this program has been designed to offer optimal benefits using the least amount of out-of-office time possible. Estimate time required by participants:
- 2027 JETC – 5 days (up to 20 hours of LDP training/activities. Details may change.)
- 2028 JETC – 5 days (up to 8 hours of formal training plus graduation ceremonies.)
- Monthly Webinars and Book Discussions – 20 hours
- Monthly Preparation and Reflection – 14 hours
- Reading Assignments – 24 hours
- UPIC Project – up to 50 Hours Depending on the Project

Attendance

Program participants must attend JETC 2027, provide an initial briefing of their UPIC project, and a final brief of the UPIC. Throughout the year participants are expected to attend all on-line class sessions, as well as JETC 2028. We understand conflicts do come up and that work must come first at times therefore online sessions are recorded. If a participant misses a session, they are expected to listen to the recording of the session missed.

If a participant misses more than three hours of program sessions, or a mandatory program session, they may be dropped from the program. Employees must work out the time and absences in accordance with their own organizational policies.

Program

Participants will meet with leaders from government, private sector, and academic fields to discuss issues impacting our nation and explore each topic with special attention focused on building core competencies. The following table is an example of what to expect during the program:

THROUGHOUT THE PROGRAM	PARTICIPANTS WILL ...
Leadership Development	Participate in virtual sessions focused on leadership growth and self awareness
Professional Development	Explore topics and resources designed to strengthen leadership skills
Mentoring	Connect with a mentor through SAME's Engage in Mentoring platform
Peer Engagement	Build relationships and learn alongside fellow LDP participants
Reading & Reflection	Engage with selected books and activities that support the program's themes
In-Person Experience	Participate in LDP activities during JETC 2027 and 2028

Program Tuition Cost

Thanks to the generous donations of individual members, sustaining members, and friends of the Society, the SAME Foundation covers most of the cost to participate in the Leader Development Program. Participants will have their JETC 2027 and JETC 2028 registration, travel, and lodging paid by the SAME Foundation. Salary, books, and all other materials are paid for by the participant or the participant's organization.

Benefit

The estimated cost avoidance/savings to organizations for the 2027-2028 Leader Development Program is conservatively estimated at \$10,000 per participant based on each participant taking these courses individually outside of the program. The program is expected to provide 120+ professional development hours (PDH).

The Application

Each applicant must submit the following as part of the application:

- Online Application and Answers to Narrative Questions
- Resume
- Letter of Recommendation from a Leader
- Letter of Recommendation from Employer/Supervisor

★★★★★ HOW TO APPLY ★★★★★

VISIT

www.same.org/ldp and click on the application link.

★★★★★ QUESTIONS? ★★★★★

CONTACT

Ree Miskimon, SAME National Office,
at rmiskimon@same.org; or
Candice Scale, F.SAME, LDP Chair,
at candice.scale@hdrinc.com

Applications are evaluated using the criteria and point values outlined below. Points are cumulative across the application, and applicants receiving the strongest overall evaluations will be considered for selection to the LDP.

1. Why Do You Feel You Should Be Selected for the SAME LDP? up to 30 Points

Describe the leadership experiences, accomplishments, and qualities that you would bring to the SAME Leader Development Program (LDP). Drawing on your professional experience, SAME involvement, community service, education, and/or other leadership experiences, provide examples that demonstrate how you have led, influenced, collaborated with, or supported others. What do these experiences reveal about your leadership potential? (400-word limit)

2. What Do You Hope to Gain from Participating in the SAME LDP? up to 30 Points

What aspects of your leadership do you most want to develop through the SAME LDP? Describe the skills, perspectives, knowledge, or experiences you hope to gain and how you anticipate applying them in your professional and/or volunteer leadership roles. (400-word limit)

3. How do you plan to apply your leadership development and LDP experience to support SAME's Mission, Vision, and Strategic Plan? up to 30 Points

Describe how you hope to contribute to SAME following your participation in the LDP, whether at the Post, Region, and/or National level. Identify one or more priorities or areas of focus within SAME's Strategic Plan that align with your interests, experience, or leadership goals, and describe how you could contribute to advancing them. (400-word limit)

4. Each applicant must submit a letter of recommendation from a leader. up to 5 pts

Provide a letter of recommendation from someone who has worked with you in a leadership, volunteer, professional, or community setting and can speak to your leadership qualities, contributions, and potential for continued leadership. If possible, the recommender should be familiar with your involvement in SAME.

5. Each applicant must submit a letter of support from their employer. up to 5 pts

Provide a letter from your current supervisor or employer supporting your participation in the LDP. The letter should address your leadership potential and the organization's support for your participation in the program.



SAME provides equal opportunity for all persons without regard to race, color, sex, age, national origin, religion, gender, disability, sexual orientation, marital status, or political affiliation.



Deadline

Applications will be accepted from October 1 through December 1, 2026.

All applications MUST be submitted electronically no later than midnight (Eastern Standard Time) on December 1, 2026, for consideration. Note: Once an application is started, a candidate can revise it until the deadline.

Late or Incomplete applications will not be considered.

