



Leadership Intensive

2025 Cycle Application Questions

The Leadership Intensive program provides professionals in the field of opera with a unique learning experience for professional and personal growth designed to bolster their leadership capacity and advance their careers.

Seminars and networking opportunities, hosted for a full week at the National Opera Center in New York City, provide an active learning environment for addressing strategic issues, building necessary skills, and fostering strong professional connections for meaningful leadership of the opera field. Following the program, participants are prepared to apply new skills, share their learning, and demonstrate leadership that contributes to local companies and communities.

Applicant Information

- First Name*
- Other Name(s)
- Surname/Family Name*
- Personal Phone Number*
- Personal Email*
- Personal Address*
- Current Employer*
- Current Professional Title*
- Work Phone Number*
- Work Email*
- Work Address*
- Country
- Length of tenure with current employer:*
- Length of tenure in current position:*
- Number of years employed in the opera field (part-time, contract, full-time, etc.):*
- Number of direct reports:*

Biography

Please include a current 200-word biography below. If you are accepted into the program, this biography will appear in the related press release and be shared with the faculty and other participants. (Please note: If you are accepted into the program, you will need to submit a high-resolution headshot.)*



Resume

Please submit a resume outlining your academic and administrative experience. Artistic resumes listing roles performed or works directed/conducted/produced will not be accepted. Please be sure to include:*

- Higher education degrees completed or in progress
- Other types of training or leadership development
- Relevant certifications or memberships
- Professional, social, or volunteer experience that highlights areas of expertise that can support your leadership in the field

Essay Questions

Please respond to the following prompts about your experience and goals. Answers may include references to the wider industry but should reflect an understanding of your personal career needs and how they can be supported by this program.

Why have you chosen to pursue a career in the field of opera?*

Describe your personal learning objectives. What specific skills or knowledge do you hope to gain by participating in this program?*

OPERA America is committed to creating a more equitable field. What inequities are you currently working to address or help correct? What inequities do you hope to address on a deeper level through this program?*

What would you hope to achieve in your career that would support advancing the opera field? Is there a specific position and/or type of organization that would help you to achieve this?*

What support, opportunities, or areas of growth would you need to advance your career in this direction?*

Please provide an example of your leadership and something you learned from your leadership experience.*

Please share about any prior mentorship, leadership, or trainings. What did you find most meaningful about your experience(s)? What was least meaningful?*



References

Please provide three professional references. Your references may be contacted by OPERA America staff during the selection process. These contacts should be able to speak to at least one of the following:

- Your administrative experience
- Your leadership skills
- Your interest in and engagement with the field of opera

Reference #1

- First Name*
- Last Name*
- Professional Title*
- Current Employer*
- Email*
- Phone Number*
- How long have you known this reference and in what context?*

Reference #2

- First Name*
- Last Name*
- Professional Title*
- Current Employer*
- Email*
- Phone Number*
- How long have you known this reference and in what context?*

Reference #3

- First Name*
- Last Name*
- Professional Title*
- Current Employer*
- Email*
- Phone Number*
- How long have you known this reference and in what context?*



Identity

To better understand the demographics of OPERA America's applicant pool and evaluate the impact of our professional development programs, we invite you to optionally select all of the terms that you use to self-identify racially or ethnically and in regard to gender identity. You will also have the opportunity to write in additional or alternate responses in the "Self-Description" category. The choices below are not exhaustive or intended to be limiting or prescriptive. OPERA America does not discriminate on the basis of race, color, religion, sex, gender identity, national origin, political affiliation, sexual orientation, disability, age, or any other status protected under federal, state, or local law.

Black — includes those who identify with nationalities or ethnic groups originating in any of the Black racial groups of Africa, including African American and Caribbean.

Hispanic/Latinx/é — includes those who identify with nationalities or ethnic groups originating in Mexico, Puerto Rico, Cuba, Central and South America, and other Spanish cultures.

Asian/Pacific Islander/South Asian — includes those who identify with nationalities or ethnic groups originating in the Far East, Southeast Asia, the Indian subcontinent, Hawaii, Guam, Samoa, or other Pacific Islands.

Arab/Middle Eastern/North African — includes those who identify with one or more nationalities originating in the Arabian peninsula and neighboring territories, inhabiting much of the Middle East and North Africa.

Native American — includes those who identify as Indigenous peoples, First Nations, Aboriginal peoples, and/or Native peoples of the Americas with tribal affiliation or community attachment.

White — includes those who identify with nationalities or ethnic groups originating in Europe.

Racial/Cultural/Ethnic identity (Please select all that apply.)*

- Black
- Hispanic/Latinx/é
- Asian/Pacific Islander/South Asian
- Arab/Middle Eastern/North African
- Native American/Indigenous
- White
- Self-Description
- Prefer not to say

Gender identity (Please select all that apply.)*

- Female
- Male
- Nonbinary/Third Gender
- Self-Description
- Prefer not to say



Age:*

Please note that there is no age minimum or limit for the program, but this helps us to better understand the demographics of people working in the field.

Age:*

- 20–30
- 31–40
- 41–50
- 51–60
- 60–70
- 71–80
- 81+
- Prefer not to say

Please share the pronouns you use in reference to yourself (e.g., she/her/hers, he/him/his, they/them/their, ze/hir/hir — to learn more about gender pronouns, click [here](#)).*

Other Information

How did you hear about this program?

By agreeing below, *

- You confirm that the statements and information in this application are true and correct to the best of your knowledge.
- You confirm that you have the support of your direct supervisor and, if accepted to this program, you commit to the winter intensive in full from January 31 – February 7, 2025. Due to the demanding schedule, maintaining other work obligations may not be possible during this period.
- Upon acceptance, you understand that you will be responsible for making your own travel and lodging arrangements. Reimbursements are available to cover 50% of eligible travel and lodging expenses. The maximum available reimbursement per person is \$1,500 toward eligible expenses for the entire program (50% of receipts totaling up to \$3,000). OPERA America will consider in-kind housing in calculating reimbursement.
- You agree to participate fully in all aspects of the Leadership Intensive program's active learning environment.