

## **WFIA Leadership Development Program Outline**

This program combines elements of mentoring, organizational education, leadership, policy trends, training and guided experiences. We are looking for individuals who have demonstrated a commitment to WFIA and who have the desire to grow and advance in the independent grocery and convenience store industries.

### **Overview**

The purpose of the Leadership Development Program is to provide both orientation and skill development for future leaders of various segments of the food industry including retailers, suppliers, brokers, wholesalers, and companies that service the food industry.

### **Program Goals**

- Identify individuals who want to become leaders in their business and in WFIA.
- Provide education on WFIA's mission and develop these individuals to become leaders in the association, particularly focusing on future board leadership.
- Provide high level education on public policy areas that impact on their business to help participants become leaders on these issues.
- Provide opportunities for program participants to promote themselves and their industry.
- Facilitate the promotion of program graduates into industry leadership positions both locally and nationally
- Encourage program participants to seek positions in political arenas as well.

### **Expectations**

- Attend All WFIA Events
- Attend GAC Meetings: session meetings (via zoom) and in-personal meetings (1 or 2 x a year).
- Attend WFIA Day at the Capitol and DC Day at the Capitol for either NACS or NGA/FMI
- Attend at least 1 WFIA Board meeting
- Attend All Sessions of the Leadership Program

### **Nomination Process and Participant Selection**

- Nominees must represent a current WFIA member company in good standing.
- Nominee must agree to participate in all elements of the Leadership Development Program
- The Leadership Development Program Selection Committee will review and select participants each Fall, with the program beginning in January.
- Nominees who are not selected may be re-nominated the following year.

### **Program Details**

- Estimated Leadership Development Program Class Size: 4-6 individuals  
Legislative Consultant will provide engagement education and how to build political relationships to support your business

## Sessions

### Session 1: What is Food Industry Leadership?

- **Purpose: To get organized and understand the importance of WFIA**
- Welcome/Orientation/Introductions
- Topics to Cover
  - o Importance of Food Industry and the role we play in society (both grocery/c-store industries)
  - o How the food industry is changing (technology, products, labor practices, etc.)
  - o Social Media/Communication to Customers importance
- Potential things to do:
  - o Meet and Greet with WFIA Executive Committee
  - o Dinner
- Time period: 2<sup>nd</sup> week of January

### Session 2: State and Local Advocacy

- **Purpose: To realize the importance of local and state laws on your business and how you can affect change**
- Topics to Cover
  - o How a Bill Becomes a Law
  - o Lobbying 101
  - o Understanding the Role of Government
  - o Local vs State: the importance of relationships
  - o Key state issues
- Potential things to do
  - o Attend WFIA Day at the State Capitol
  - o Tour of Capitol Campus
  - o Attend Legislative hearing or floor vote
  - o Meeting with Legislative Leadership and legislative representatives
  - o **Testify at a hearing**
- Time period: First week of February

### Session 3: Federal Advocacy

- **Purpose: To understand the role of federal government as well as meet WA's congressional delegation**
- Topics to Cover
  - o The role of federal government vs state government
  - o Grassroots lobbying and public participation in the legislative process
  - o Key federal issues
- Potential things to do
  - o Attend Federal Day at the Capitol (NACS/FMI/NGA)

- Presentation and/or meeting with NGA/FMI/NACS lobbyists who interact with federal government
- Tour Capitol Hill
- Meet members of WA Congressional Delegation
- Time period: March for NACS or May for FMI/NGA

#### Session 4: Agency Relationships

- **Purpose: To recognize the importance of Retrospective Rating programs for WFIA members as well as be conscious of other agencies that may impact WFIA member businesses.**
- Topics to Cover
  - What are the roles of agencies?
  - Importance of Workers' Compensation Retrospective Rating Programs
  - Administrative Advocacy – how agencies can impact your business and bottom line
  - Current agency issues
- Potential things to do
  - Conduct a meeting which involves Department of Labor and Industries (DOSH/Retro/Employee Standards), Department of Agriculture (Food Assistance Program/SNAP, Weight and Measures), Department of Ecology (Solid Waste management), Department of Health (Food Safety, WIC), and/or Employment Security Division (Unemployment)
  - Participate in a rulemaking hearing process
- Time period: Summertime – July or August

#### Session 5: Networking and Relationships

- **Purpose: To create relationships that last throughout their career in the food industry.**
- Topics to Cover
  - Why are relationships between companies important?
  - Anti-trust and what it means
  - How events can help create lasting relationships
- Potential things to do
  - Graduation Reception: closing/evaluation of the program
- Time Period: Day before or after October Board Meeting



# WFIA LEADERSHIP DEVELOPMENT PROGRAM NOMINATION FORM

## INSTRUCTIONS

This nomination will be reviewed by the WFIA Educational Foundation Selection Committee. Nominees must be 21 years or older. There is a limit of 1 candidate per company. Please print legibly or type the information requested. Attach additional sheet(s) of paper if necessary to supplement your answers. Please do not write "see attached resume".

Name of Nominee: \_\_\_\_\_

Title: \_\_\_\_\_

Area/Specialty: \_\_\_\_\_

Company and Mailing Address: \_\_\_\_\_

\_\_\_\_\_

Work Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Number of years as a member of your organization: \_\_\_\_\_

Name of Nominator: \_\_\_\_\_

☐ Please confirm the one-year commitment of your organization for nominee to participate

Nominator E-Mail: \_\_\_\_\_

Please list the state or national activities in which you have participated:  
(leadership positions, committee, or task force involvement, etc.)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please list any leadership positions in organizations held by the nominee:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please list your membership in other food associations:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please describe your interest in the Leadership Development Program, including why you should be selected by the Selection Committee to participate:

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Please describe how your participation in the Leadership Program might benefit your state and/or company:

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\_\_\_\_\_

If selected, I agree to participate in all designated elements of the Leadership Development Program.

Signature of Nominee: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Nominator: \_\_\_\_\_ Date: \_\_\_\_\_

Please include any supplementary material you would like the selection Committee to review concerning this nomination.

**Please return completed nomination form by December 31, 2025 to:**  
**Washington Food Industry Association**  
**PO Box 706**  
**Olympia, WA 98507**  
**or**  
[info@wafood.org](mailto:info@wafood.org)