

LEAP Application Process, Admission and Graduation Requirements



LEAP

Target Audience:

- 2 years or less in the field as an American Standard/Trane Territory or Account Manager
- Inside Sales Support of any tenure length
- Anyone whose career goal is to be a Territory Manager in the next two years

Requirements

- Candidate and manager agree to a monthly 1:1 meeting that aligns with LEAP training to review learning and allows the leader to support their progress
- Candidate provides ongoing feedback on what they are doing as a result of the training
- DSO/IWD submits LEAP participant's performance results, including sales results for total budget and all predetermined RHVAC initiatives individually, actual versus target (R%) on an annual basis
- LEAP Candidate has a documented development plan in TMS that supports multi-year development/growth towards their career goals (DSO TMs only)

LEAP Admissions Process

1. Candidate or their manager completes the application form using the link provided to indicate their interest in attending the program. (Link to form will be communicated in Connection, Training Center page on ASDealerNet and ComfortSite™ and other Learning Resources communications)
2. Candidate submits an essay (500 words or less) to the Learning Resources mailbox: learningresources@irco.com on why they want to attend LEAP. The essay should include their goals for the class, their career goals as well as why they should be accepted into the program.
3. Because there are more applicants than can be accepted each session, objective criteria has been identified to determine who is admitted to the program.
 - a. The following criteria are considered as part of admission to LEAP:
 - i. Essay evaluation
 - ii. Experience as a territory/account manager (less than 2 years is preferred)
 - iii. Internal promotion
 - iv. Applicant from a distributor that has not sent someone before
4. Selected applicants will be notified.

LEAP Graduation Requirements

- Actively participate in all classroom sessions
- Actively participate in all virtual sessions
- Complete 100% of assignments by the due date
- Score 70% or higher on tests
- Complete all surveys
- Participate in the research and preparation portion of the Capstone project
- Participate as a speaker in Capstone presentation