



Climb Fellowship Program

Deloitte and Carnegie Mellon University's Tepper School of Business have collaborated to create the Climb Fellowship Program. This leadership training program is designed for those in the accounting profession and is in line with Deloitte's commitment under MADE (Making Accounting Diverse and Equitable) to generate more career opportunities and leadership pathways for the next generation of accountants. The program's academic curriculum combines management-building essentials, including authentic leadership development, building influential networks, and defining your voice, with content that directly addresses social systems that impact the workplace and may be felt most by rising racially and ethnically diverse leaders.

The program is primarily intended to help position Black and Hispanic/Latinx leaders for senior roles within their organizations by:

- Enabling participants to gain personal insights, identify ways to further their professional growth, and develop strategies to increase visibility and exposure across their organizations
- Creating opportunities to develop mentorship and sponsorship with organizations
- Fostering a collaborative peer network among the cohort and extending beyond the program

Upcoming program details



- **Program dates:** Module 1 – November 9 & 11 – 12; Module 2 – November 16 & 18; Module 3 – December 7 – 9
- **Timing:** Noon to 4:30 p.m. ET each of the above dates except for November 9th and December 9th from noon to 5:30 p.m. ET
- **Location:** Facilitated virtually
- **Final date to submit application for upcoming session:** October 13th, 2021

Information relating to the application process:

- Candidates who are nominated by their employer and meet eligibility requirements set forth below will be considered and accepted to the program on a first-come, first-served basis.
- Because space is limited, eligible candidates who are not selected for the upcoming session may be considered for any future sessions of the program.
- Organizations nominating candidates for participation will also need to work with the candidate to identify a program Mentor, based on the criteria set forth below. The role of the mentor is primarily to engage with the participant, both during and after the program, and to attend two partial-day training sessions during the program alongside the participant (dates noted below).
- Once nominated by your employer, each participant should use the following link to apply for the Climb Fellowship Program: <https://www.cmu.edu/tepper/executive-education/deloitte-registration.html>

Participant eligibility

- Minimum of a bachelor's degree
- CPA license or other comparable certification (e.g., Certified Management Accountant, Certified Financial Analyst, etc.)
- About 10–15 years of relevant, accounting-related work experience
- Demonstrated leadership qualities and leadership experience (e.g., held a supervisory role within your department, etc.)

Mentor eligibility

- One to two levels above the participant's current level
- Someone other than the participant's direct supervisor
- Mentor is encouraged to be someone the participant does not already have a strong relationship with
- Has availability to attend certain program dates (November 11 from 1:15-4:30 p.m. ET and December 7 from 1:15-4:30 p.m. ET)

Note: The Climb Fellowship Program is primarily intended to benefit eligible Black and Hispanic/Latinx professionals, but all eligible professionals will be considered.

Sample program faculty:

- Rosalind Chow, Associate Professor of Organizational Behavior and Theory, Tepper School of Business, Carnegie Mellon University
- Valerie Purdie-Greenaway, Associate Professor of Psychology, Columbia University
- Leanne Meyer, Executive Director, Accelerate Leadership Center, Tepper School of Business, Carnegie Mellon University
- Morela Hernandez, Professor of Public Policy, Gerald R. Ford School of Public Policy, University of Michigan
- David Lassman, Distinguished Service Professor of Organizational Management, Heinz College, Carnegie Mellon University
- Beth Walter, Assistant Teaching Professor of Business Communications, Tepper School of Business, Carnegie Mellon University

Questions?

Please reach out to ExecDir@andrew.cmu.edu or Jessharpe@deloitte.com for any questions related to the program.

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