



# PEMA Emerging Leaders Program – Important Dates

What Class of 2026 participants can expect. As of 01-27-2026.

Date	Session
<b>Monday, March 3, 2025</b>	Applications open.
<b>Friday, March 28, 2025</b>	Application deadline.
<b>Friday, April 18, 2025</b>	Applicant notifications.
<b>Monday, June 2, 2025</b>	Applicant payment deadline and due date for the “PEMA 2025-26 Emerging Leader Profiles” submission.
<b>Wednesday, July 9, 2025, 2:00 PM ET</b>	<u>Virtual Program Introduction</u> <b>How to Get the Most Out of The Program</b> Commentary by selected speakers from Class of 2025
<b>Monday, August 4, 2025</b>	Deadline to complete a <b>Management By Strengths online assessment</b> (to prepare for Session 2).
<b>Monday, September 8, 2025</b> (In person at PEMA Fall Meeting)	<u>Session 1</u> <b>Program Orientation &amp; PEMA Introduction</b> (90 minutes with lunch, 11:00-12:30 p.m.)
<b>Tuesday, September 9, 2025</b> (In person at PEMA Fall Meeting)	<u>Session 2</u> <b>Personality Profile</b> 4-hour live session, approx. 1:00-5:00 p.m. + Virtual session 9/23/25 2:00-4:00 p.m. ET
<b>Tuesday, September 23, 2025, 2-4 PM ET</b> (virtual)	
<b>Tuesday, September 30, 2025, 3:00 PM ET</b>	<u>Session 1 &amp; 2 Virtual Roundtable Debrief</u> <b>Introduction &amp; Personality Profile</b> 1-hour, virtual meeting to discuss take-aways and thoughts.
<b>Tuesday, October 7, 2025</b> (Email only – no meeting.)	<u>Session 3</u> <b>360 Review Process Kickoff Instructions</b> An email with details about the 360 Review Process and an instructional video is sent to all PEMA ELP participants.
<b>October 7-31, 2025</b>	Administration of the 360° Review
<b>Friday, November 7, 2025</b>	Distribution of each participant’s report
<b>Wednesday, November 12, 3:00-4:30 PM ET</b>	<u>Session 3 Virtual Session</u> <b>360 Review Process – How to Read Your Report</b> How to read your report and build your gameplan based on your results.
<b>November 13-28, 2025</b>	Individual, 30-minute Debrief Sessions for each participant.
<b>Tuesday, December 2, 2025, 3:00 PM ET</b>	<u>Session 3 Virtual Roundtable Debrief</u> <b>360 Review Process</b> 1-hour, virtual meeting to discuss take-aways and thoughts.

<b>Date</b>	<b>Session</b>
<b>Monday, January 5, 2026</b> <b>Thursday, January 8, 2026</b> <b>Tuesday, January 20, 2026</b> <b>Thursday, January 22, 2026</b>	<u>Session 4</u> <b>Management Finance</b> Four 2-hour sessions, 10AM-12PM ET.
<b>Tuesday, January 27, 2026, 3PM ET</b>	<u>Session 4 Virtual Roundtable Debrief</u> <b>Management Finance</b> 1-hour, virtual meeting to discuss take-aways and thoughts.
PEMA Annual Meeting <b>Wednesday, March 4, 2026</b> (In person)	<u>Session 5</u> <b>Leadership</b> (8 hours – in conjunction with the PEMA Annual Meeting)
<b>Tuesday, March 17, 2026, 3PM ET</b>	<u>Session 5 Virtual Roundtable Debrief</u> <b>Leadership</b> (1-hour, virtual meeting to discuss take-aways and thoughts)
<b>July 20-22, 2026 (TENTATIVE)</b> (In person, Chicago, IL)	<u>Session 6</u> <b>Strategic Planning</b> (2 days – in conjunction PEMA Officer Retreat)
<b>Tuesday, July 28, 2026, 3PM ET</b> (Virtual)	<u>Session 6 Virtual Roundtable Debrief</u> <b>Strategic Planning</b> (1-hour, virtual meeting to discuss take-aways and thoughts)
<b>July 2026 TBD</b> (Virtual TBD)	<u>Virtual Program Introduction</u> <b>How to Get the Most Out of The Program</b> Commentary by selected speakers from Class of 2026
<b>September 2026</b> (In person at PEMA Fall Meeting)	<u>Session 1</u> <b>Program Introduction</b> (90 minutes with lunch, 11:00-12:30 p.m.) Outgoing Class of 2026 joins the first gathering of the Class of 2027 as able at the PEMA Fall Meeting. To welcome the next class, participate in the lunch, and icebreaker 90-minute session.
<b>September 2026</b> (In person at PEMA Fall Meeting)	<b>PEMA Fall Business Meeting</b> Class of 2026 is recognized by the PEMA membership. Class of 2027 is introduced to the PEMA membership.