



International Rental Business Leadership Program

The American Rental Association and the Hire and Rental Industry Association are dedicated to building relationships and creating educational opportunities. The International Rental Business Leadership Program is a three week program that gives young professionals the opportunity to grow both personally and professionally and establish international connections in the industry. This program bridges cultures, builds global relationships and creates new leadership opportunities within the equipment and event rental industry.

ELIGIBILITY REQUIREMENTS

Candidates:

- Will complete an international rental business leadership program participant application available from the ARA, HRIA online <https://hireandrental.com.au/>
- Are between the ages of 20 and 40.
- Have a record of academic achievement.
- Have demonstrated leadership and self-initiative through involvement in school, career and community service.
- Have demonstrated a strong passion for learning about other cultures, heritages, people and global business practices.
- Are the children, employees or children of employees of an ARA or HRIA member rental industry business.
- Are interested in a job shadow opportunity in one of the United States or Australia.
- Are committed to undertaking a level of personal expense to finance the portion of this program that is not covered by the ARA or the HRIA.

Selection details:

- This is a competitive program (not all applicants will be selected) with defined selection criteria.
- The ARA International Director will serve as the point of contact throughout the experience.
- Selected persons will be placed with host families involved with the host rental industry business.
- Participants will be matched with a rental industry business that matches their selected career experience.
- The sponsoring rental association will assure a meaningful experience for the individual.
- Selected persons will:
 - complete before and after questionnaires.
 - initiate communication with the host family and host store.
 - write two thank you letters (one to the ARA and one to the HRIA).
 - provide information for a weekly blog during their exchange.

General Goals:

- Cultural learning
- Develop leadership for rental organizations
- Advance knowledge of the rental industry
- Gain business insights and sharing of business practices
- International travel experience
- Education through job shadowing with varying store personnel
- Ability to understand peer rental organizations
- Raise awareness of ARA as the recognized leader for philanthropic support

Host Store:

- Learn from young adult's job shadowing
- Informed of business practices among participating countries
- Demonstrate membership value in local rental associations
- Interchange of ideas and thought processes
- Understand program participant's method of doing business
- Benefit staff team, motivation for employees
- International contacts

Host family:

- Personal growth experiences
- Cultural awareness
- Language understanding
- International contacts

Young Adult:

- Personal growth experiences, leadership development opportunity
- International learning experience
- Broadened view/understanding of industry
- Cultural awareness
- Language understanding; improved communication skills
- Business practices, awareness and insight gained
- Presentation of business ideas and thought processes
- Exploration of different country, culture, people, language
- International contacts

Host Association:

- Advance leadership growth opportunities for membership
- Communication opportunity to members