



## Leadership Academy Application for 2015-2016

Ivy Tech Leadership Academy is a critical element of the College's succession planning model which is designed to create an internal pipeline of qualified talent for future roles of leadership. This program is targeted at faculty and staff who are identified as high performing and having high leadership potential. The objective of Leadership Academy is to develop these employees and create a talent pipeline for entry- to mid-level positions, such as Manager, Director, Faculty Chair, and Associate Dean.

### Content Areas

- Strengthsfinder
- Teambuilding
- Conflict Management
- Process Improvement
- Providing Feedback
- Internal Interviewing
- Action Learning Project (ALP)
- Mentoring
- Individual Development Plan (IDP)

### Logistics

#### Dates:

- 2015: Sep. 10-11, Oct. 15-16, Nov. 12-13, Dec. 10-11
- 2016: Jan. via distance, Feb. 25-26, Mar. 31-Apr. 1

Participants: 30 participants from across the state

Location: Indianapolis

Training Provided By: Ivy Tech Talent Development team

### Leadership Academy Learning Objectives

The Leadership Academy participant will be able to:

1. Identify their personal strengths and develop a leadership philosophy to better lead their team
2. Analyze the strengths and differences in their team and construct a plan on how to develop a productive ALP team
3. Create an Individual Development Plan (IDP) and develop 1 goal for growth within their current role and 1 goal for career development and explain their progress towards the goals
4. Develop a relationship with a mentor who will assess the progress of their IDP and create greater exposure to Ivy Tech leadership roles
5. Develop and defend a proposal that addresses a strategic initiative in the College

### Traits of a Leadership Academy Participant:

- Continual learner
- Positive attitude
- Collaborative
- Team player

### Qualifications for Leadership Academy Application:

- Full time faculty or staff member
- Strong performance over the past 12 months
- High leadership potential
- Seeks entry- to mid-level leadership position
- Willing to "Pay it Forward" and share learning
- Supervisor approval to participate
- Models the Ivy Tech Core Values
- Willing and able to attend every session
- Willing to work with others on a team project
- Willing to complete assignments between sessions
- Willing to select and work with a mentor

### Application Process:

**Completed applications due July 3, 2015** via email to regional Executive Director of Human Resources

- Regional leadership will select final nominees for consideration by July 17, 2015

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Phone: \_\_\_\_\_ College Email: \_\_\_\_\_

Department: \_\_\_\_\_ Years at Ivy Tech: \_\_\_\_\_

Region: \_\_\_\_\_ Campus: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Why would you like to participate in Leadership Academy?

What qualifications make you a strong candidate for Leadership Academy?

How do you plan to "Pay It Forward" – share your Leadership Academy learning when you return to your region?

**Applicant and supervisor signature needed for application**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Applicant Signature

Approval: \_\_\_\_\_ Date: \_\_\_\_\_  
Supervisor Signature

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**Chancellor or Designee signature only needed for final nominees**

Final Nominee Approval: \_\_\_\_\_ Date: \_\_\_\_\_  
Chancellor or Designee Signature

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**Talent Development signature only needed for selected participants**

Applicant Selected as Leadership Academy Participant? Yes: \_\_\_\_\_ No: \_\_\_\_\_

Participant Approval: \_\_\_\_\_ Date: \_\_\_\_\_  
Talent Development Signature