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)

**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 demonstrate progress towards 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

**Qualifications for Leadership Academy Application:**
- Full time faculty or staff member
- Excellent performance in current role
- High in leadership potential
- Seeks entry- to mid-level leadership position
- Models the Ivy Tech Core Values
- Employed at least one year with Ivy Tech
- Positive attitude, collaborative, team player

**Application Process:**
Applications are available each summer and are announced via *The Talent Developer* newsletter. Applications must be completed and are due to your Executive Director of Human Resources by specified deadline.
- **Campus leadership will select final nominees for consideration**

For additional questions regarding Leadership Academy, please email TalentDevelopment@ivytech.edu