Ivy Tech Leadership Institute 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 employees who are identified as high performing and having high leadership potential. Leadership Institute is a new program intended to bridge the gap between our Leadership Academy and Executive Leadership Cohort programs.

The objective of Leadership Institute is to develop these employees and create a talent pipeline for senior-level positions, such as Executive Director, Dean, Assistant/Associate/Vice Chancellor, and Assistant/Associate Vice President. Prior participation in Leadership Academy is not a requirement.

Leadership Institute: develop employees for senior-level leadership positions such as Executive Director, Dean, Asst./Assoc./Vice Chancellor, and Asst./Assoc. Vice President

Executive Leadership Cohort: develop employees for executive-level leadership positions such as Chancellor and Vice President

Qualifications for Leadership Institute Applicants:
- Full time employee
- Excellent performance in current role
- High in leadership potential
- Seeks senior-level leadership position

Requirements of Leadership Institute Participants:
- “Pay it Forward” and share learning
- Work with others on a team project
- Complete assignments between sessions
- Make 2 year commitment to Ivy Tech
- Models the Ivy Tech Core Values
- Employed at least one year with Ivy Tech
- Currently serving as entry- to mid-level leader
- Positive attitude, collaborative, team player
- Select and work with a mentor
- Serve as a mentor
- Able to attend every session
- Supervisor approval to participate
Leadership Institute Learning Objectives
By the end of Leadership Institute, participants will be able to:
1. Identify and develop talent to meet the College’s succession planning needs
2. Solve complex problems in a statewide system
3. Demonstrate the ability to gain critical perspectives, create buy-in, and manage organizational politics through collaboration
4. Utilize team building techniques and lead with strategic purpose and vision
5. Develop professional goals, create action plans, and analyze progress in preparation for assuming increased responsibility

Content Areas
- 360 Degree Assessment
- Strengths Based Leadership
- Individual Development Plan (IDP)
- Mentoring
- Coaching & Developing Others
- Project Management
- Managing Organizational Politics
- Inspiring, Influencing & Motivating
- Ivy Tech Statewide System
- Performance Management
- Internal Interviewing
- Case Studies
- Action Learning Project (ALP)

Logistics
Sessions:
- Two-day sessions
- 10 sessions spanning 18 months
Participants: 15 participants from across the state
Location: Indianapolis
Training Provided By: Ivy Tech Talent Development team

Application Process:
Applications must be completed and are due to your Executive Director of Human Resources by specified deadline. Notification of the availability of applications will be provided in the Talent Developer newsletter.
- Campus leadership will select final nominees for consideration
- Participants will be selected by the Talent Development and Assessment Council

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