Pathways to Peak Leadership

Developing leaders of impact

Ivy Tech’s Pathways to Peak Leadership 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. Pathways to Peak Leadership is a new program intended to provide a more personalized and streamlined opportunity for faculty and staff development.

Pathways to Peak Leadership is designed to develop employees for senior- and executive-level leadership positions such as Executive Director, Dean, Asst./Assoc./Vice Chancellor, Asst. Vice President, Vice President, or Chancellor.

Key Components of Pathways to Peak Leadership

- 360 Degree Assessment
- One-On-One Leadership Coaching
- Individual Development Plan (IDP)
- One-Day Orientation
- Workshops
- Customized Learning Experiences
- Touch Points

Pathways to Peak Leadership gives each participant the opportunity to:

- Develop skills and the experiences necessary to meet the College’s succession planning needs
- Engage in learning experiences that are customized to professional and career goals
- Increase self-actualization by completing a 360 degree assessment to identify strengths and opportunities for growth and development
- Work directly with a leadership coach to create an Individual Development Plan and work towards achieving outlined goals
- Self-select and attend workshops that are focused on specific topics and areas related to professional and career goals
When Pathways to Peak Leadership has concluded, Peak Leaders will be equipped to:

- Request and analyze personal feedback to clearly and objectively guide professional growth and development based on the Ivy Tech Leadership Competencies
- Develop clear goals and steps to achieve career objectives by creating an Individual Development Plan
- Establish developmental relationships for guidance and accountability toward achievement of goals
- Apply skills gained during workshops and customized learning experiences to enhance competence in specific development areas
- Recognize achievements and promote personal growth through reflection

Program Logistics:

**Program Orientation:** Start of the program, in Indianapolis

**Leadership Coaching:** Regular in-person and/or distance meetings with leadership coach

**Workshop Participation:** Must attend at least 4 workshops available once per month, workshops located in Indianapolis

**Customized Learning Experience:** Must complete at least 2 customized learning experiences, requirements of each experience vary, some may require travel, commitment of time, etc.

**Participants:** 12 participants selected per cohort

Application Process:

- Applications must be submitted via Adobe Sign per the instructions within the Pathways to Peak Leadership Application
- Applications can be submitted at anytime but must be completed by specified deadline to be considered for upcoming cohort
- Applicants must provide resume, answer application questions, have approval from supervisor, Chancellor, and HR, and submit two recommendations
- Selections made by the Talent Development Assessment Council
- For detailed information about the application process, please review the Pathways to Peak Leadership Application

Qualifications for Pathways to Peak Leadership Applicants:

- Full time employee
- Excellent performance in current role
- High in leadership potential
- Seeks senior-level or executive-level leadership position
- Models the Ivy Tech Core Values
- Employed at least one year with Ivy Tech
- Currently serving in a leadership role
- Positive attitude, collaborative, team player

Requirements of Pathways to Peak Leadership Participants:

- “Pay It Forward” and share learning
- Work with leadership coach to create IDP and complete tasks between coaching sessions
- Work with leadership coach to identify and complete at least two Customized Learning Experiences
- Attend at least 4 workshops over the length of the program
- Apply tools and skills developed during workshops
- Participate in touch points throughout program
- Supervisor approval to participate

Questions? Please email Talentdevelopment@ivytech.edu