Change. Change is a concept that we’re familiar with at Ivy Tech and it has become a part of who we are as a College. Changing Lives. Making Indiana Great. Change is really what we’re about - changing the lives of our students, one at a time.

While it can be uncomfortable at times, there is a lot of upside to embracing positive change. Changes within the College help us better meet the needs of our students, our communities, and Indiana. It also enables us to stay relevant. As the landscape around us has changed, so have the talent development needs of our College.

We’re excited to announce changes to many of our talent development programs to encourage and support the professional development of our faculty and staff. These changes in curriculum and content will allow us to identify, develop, and retain the best talent possible to support the success of Ivy Tech now and in the future. As we begin implementing changes in our programming, we’ll keep you updated through The Talent Developer.

Some of the programs supporting our Ivy Tech talent pipeline are:

Master Teacher Seminar: Developing full-time faculty to enhance their teaching practice.

Leadership Academy: Developing faculty and staff for entry- to mid-level leadership roles, such as Manager, Director, Faculty Chairs, and Associate Dean.

Leadership Institute: Developing talent for senior-level leadership positions, such as Executive Director, Dean, and Assistant/Associate/Vice Chancellor. Coming Soon – Spring 2016

Executive Leadership Cohort: Developing talent for executive-level leadership positions, such as Campus President, Chancellor, and Vice President.

We remain as committed as ever to creating a pipeline of internal talent to meet the succession planning needs at various levels of leadership throughout the College.
The ELC program is then designed specifically for this group based on their overall assessment to target development needs.

The 2014-2015 ELC participants are:

- Matthew Probst, Vice Chancellor of Academic Affairs, Columbus and Southeast
- Michelle Simmons, Campus President, Kokomo
- Rene Hankins, Executive Director of Outreach, Terre Haute
- Richard Soria, Campus President, Michigan City
- Seelpa Keshvala, Campus President, Warsaw
- Tina Gross, Campus President, Franklin

When you see these outstanding individuals on campus, wish them the best as they learn and grow throughout the 18 month Executive Leadership Cohort.

Congratulations to the new 2014-2015 Master Teacher Seminar cohort! The seminar is designed to provide the environment and opportunity to learn from others with the philosophy that teachers are their own best resource. By following this principle, the Seminar is an unforgettable experience and adds a new dimension of pride in being a Master Teacher.

The seminar cohort was selected based on nominations from their regions. They began this July and will conclude in the Spring of 2015. The group has begun working on sharing best practices, engagement strategies, learning styles and understanding and retaining under-resourced students.

The Executive Leadership Cohort (ELC) was designed to develop and build a pipeline of high potential employees to fill future top-level leadership positions in the College. As Ivy Tech begins to realize the impact of a retiring, aging workforce, we find ourselves in need of a system to identify and assess high potential internal employees to determine if they are candidates for leadership roles and the next development opportunity.

Candidates for the Executive Leadership Cohort must submit an application and be recommended by their Chancellor. The Talent Development and Assessment Council carefully screens each applicant, selecting those with the greatest potential for development toward future executive leadership roles within the college.

Once selected, cohort members are subjected to a rigorous assessment process including structured interviews, competency sorts, 360 degree assessments, and an in-basket exercise.
Do you need training resources? Are you stuck on a developmental topic you cannot find information about? As a supervisor, you may need information on a specific subject for your team such as handling difficult conversations or improving communication. Or as an employee, you may be researching ways to build your KSA’s (knowledge, skills, abilities). Check out the Quick Tips and Helpful Hints section of The Talent Developer for resources, focused topics, and information about professional development. In the meantime, for your development needs, please explore this great resource available to Ivy Tech employees:

**Go2Knowledge** provides

On-Demand professional development for higher ed professionals. There are over 50+ trainings in: at-risk populations; campus safety; organizational development; student success; teaching & learning; and technology.

www.go2knowledge.org/ivytech

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**2014-2015 Leadership Academy**

The 2014-2015 Ivy Tech Leadership Academy kicked off this month in September with 29 new participants from across the state. The newly revised Leadership Academy is part of the College’s succession planning model designed to help us create a pipeline of internal qualified talent for future positions of leadership. The program consists of meetings two days per month for seven months. Various topics will be covered during each session such as team building, talent management, diversity, giving feedback, and Strengths Based Leadership. Stay tuned for more details on the progress of this year’s Leadership Academy!

Regional leadership has nominated the following individuals to participate in this year’s Leadership Academy:


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**The Spotlight is on...**

**Nicole Gonzalez**

Dean, Transfer and University Division, Southeast Region

As a graduate of the 2013-2014 Leadership Academy class, and a current participant in the 2014-2015 Master Teacher Seminar, Nicole is committed to her personal and professional development. Nicole has been a part of Team Ivy since 2005 and recently received the Presidential Award in 2012. She was recently promoted from Department Chair of English to the Dean of the Transfer and University Division in the Southeast Region.

“For me, the Leadership Academy connected two critical aspects of my professional life: Ivy Tech’s visions and goals, and my own strengths and aspirations. The continued conversation with statewide colleagues (heavily promoted in the Leadership Academy) was also invaluable.” We wish Nicole all the best and salute her great accomplishments!
Why Professional Development?

Complacency, lack of time, or lack of support are a few of the many reasons why individuals do not invest in their own professional development. Unfortunately, you do not have time not to invest in yourself! Unless you are gaining new skills and collecting fresh knowledge, you will fall behind your peers and could become unmarketable in your field in the next 5 years! Roles are constantly evolving, positions are being created; the more you develop yourself, the more qualified you will become. So what can you do to grow professionally? As an Ivy Tech employee, you can look into the programs offered by the Talent Development department. You can also take a class, volunteer, find a mentor, shadow a colleague, or read!

Managers should also value the importance in developing their staff. Professional development is often neglected by management but they will pay a hefty price if they do not change their course: the price of losing valued talent!

Why development planning makes good business sense.

1) People care if you take a genuine interest in their future.
2) It helps build loyalty, and loyalty increases productivity.
3) Good, talented people naturally want to advance and appreciate meaningful support in the process.

So instead of sitting back and making excuses, make professional development your priority.

Sources: Forbes.com and US News

Contact Us:

If you have questions regarding the Executive Leadership Cohort or if you would like to help out with any of our programs, please contact Kirsten Biel at kbiel@ivytech.edu

If you are interested in learning more about the Master Teacher Seminar or the Leadership Academy, please contact John Lowe at jlowe54@ivytech.edu

For inquiries or requests for Computer Based Trainings, please contact Adrienne Preddie at acosby7@ivytech.edu

If you have general questions about our programs or the department’s services please contact Rachel Williams at rwilliams382@ivytech.edu

For more information about our department, please visit us on the web:

http://www.ivytech.edu/hr/talent-development.html