As we have redesigned and improved our Talent Development pipeline programs, we continue to ask ourselves, “How can we have a bigger impact?” and “How can we create development opportunities for more faculty and staff?”

**The answer is Pay It Forward.**

Each of our program participants are asked to repay the opportunities they have received by giving of their time and knowledge to help develop others back in their region.

Over time, our goal is to initiate a culture shift. Talent development will be viewed as everyone’s responsibility. Employees will take the time to foster the growth and development of their direct reports and colleagues. Resources, ideas, and best practices will be freely shared to improve our ability to change lives and make Indiana great.

**Pay It Forward benefits everyone.** Our faculty and staff gain more avenues for professional development. Our program participants who Pay It Forward are able to practice, reinforce, and master some of their newly developed skills. They also gain confidence and earn recognition as an expert and leader. Our students benefit from improved instructional practices and student services. As professionals, when we grow and develop, we’re better able to help our students grow and develop.

In the end, Pay It Forward provides a low- to no-cost way to provide more development opportunities to each of our faculty and staff.

There are many formal and informal ways you can Pay It Forward. Some ideas include: taking a new employee under your wing, sharing best practices during a department meeting, facilitating a training session, or role modeling and encouraging great behavior and skills.

Take action and help us shift our culture. Get involved in the Pay It Forward movement. Find ways to Pay It Forward, encourage others, and welcome the professional development opportunities that are generated by Pay It Forward.

The Talent Development team has dedicated this issue of The Talent Developer to highlight some of the Pay It Forward components of our programs and various Pay It Forward initiatives from around the state.

Your experiences and expertise can make a difference—Pay It Forward.
**The Talent Development team has revised the training for supervisors to create a more robust experience for participants.** By using best practices to develop foundational skills, knowledge, and abilities, ITCC will create a pipeline of talented supervisors.

Supervisor Education utilizes a Train the Trainer model to engage our current and prior program participants to Pay It Forward. At least two trainers are being selected from each region. These trainers will participate in a two day, Train the Trainer workshop during which they will experience Supervisor Education and develop the skills needed to deliver this training in their region. They will develop an understanding for learning and training styles, facilitation techniques, engaging learners, and working with challenging groups and individuals. Then trainers will return to their region where they will work with their Human Resources department to conduct Supervisor Education at least twice per year.

Through Supervisor Education, supervisors will gain knowledge of themselves, team building, human resources policies and procedures, and problem solving skills. They will be trained on Gallup’s Strengthsfinder with an emphasis on Strengths Based Leadership. Participants will also dissect The Situational Leadership Model by Paul Hersey and Ken Blanchard.

Supervisors will learn from faculty and staff from their region. They will be able to develop meaningful relationships with the trainers and utilize them as resources. Supervisor Education will be required for new supervisors and available to current supervisors needing a refresher course. If you are a supervisor and are interested in learning more about Supervisor Education within your region, contact your regional Human Resources department to find out when the training will take place.

By utilizing the Train the Trainer model for Supervisor Education, we are able to incorporate the Pay It Forward model and promote professional development within the College.

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**Executive Leadership Cohort: Paying It Forward**

*Executive Leadership Cohort members: Tina Gross (left); Seelpa Keshvala (right)*

The Executive Leadership Cohort (ELC) has gotten an early start on their efforts to Pay It Forward. During the 2014-2015 Leadership Academy, the members of ELC visited one of the sessions and served as panelists on a Career Panel. The ELC shared their knowledge, experiences, and career paths with the participants of Leadership Academy. They answered questions and encouraged them to continue in their career endeavors with Ivy Tech.

The ELC continued their Pay It Forward efforts by sitting in on project proposals by the Leadership Academy. They listened as ideas for hypothetical, statewide initiatives were proposed. The ELC gave valuable feedback to enhance the scope of the projects. They also shared their expertise on the initiatives. “It was good to hear their feedback. It helped us to understand their perspective from a level that we do not see from,” a Leadership Academy participant shared.

This is an excellent example of Paying It Forward. ELC members were able to use the experiences and knowledge they have gained for the development of others. As time continues, we know the ELC will continue to invest in the professional development of employees throughout Ivy Tech and we are excited to see the impact they will continue to make.

Comment from a Leadership Academy participant:

“It was great to have a safe place to ask questions and get such honest feedback. I appreciated the dream big attitudes of the panel.”
Tips on How To Pay It Forward

All employees can participate in the Pay It Forward initiative. Even if you have not participated in one of our programs, you can still Pay It Forward! Remember to be intentional and to focus on the development of others. Your efforts are impacting a culture shift within the College, a culture which values and promotes talent development. Choose one or more of these suggestions to join the movement and Pay It Forward:

1. Be a mentor for a colleague who may have less experience than yourself.
2. Speak to a group and share your expertise.
3. Share best practices or resources with a colleague.
4. Share expertise as a committee member.
5. Promote and support professional development among your direct reports and colleagues.
6. Informally take a new hire under your wing.

Recommended Reading and Resources

Books:
1. Developing the Leaders Around You by John C. Maxwell
2. Strengths Based Leadership by Tom Rath and Barry Conchie
3. It’s Your Ship by Captain D. Michael Abrashoff

Online Resources:
1. The 12 Best Ways To Do On The Job Training
2. Developing Others Checklist
3. Coaching: 1 Idea, 3 Facts, 5 Tips
4. Mentoring: An Essential Leadership Skill
5. How Well Do You Develop Your People?

The Spotlight is on...

Susan Divers, Regional Administrative Assistant in the Northeast region, was a participant in the 2014-2015 Leadership Academy and was inspired by the Pay It Forward philosophy. She recognized a need for the professional development of other Ivy Tech administrative professionals and created the Administrative Professionals Development Group in the Northeast region. Administrative professionals are on the frontline and are often extremely busy. They do not have time to invest in their professional development, but their development is just as important as others’. Susan worked with two other Executive Assistants to create the group’s mission and purpose. She then presented the idea to Chancellor Mosier for approval. Not only was the group approved, they also received funding for the year.

LouAnne Kuntzman, a Mathematics Professor in Evansville, took part in the 2014-2015 Master Teacher Seminar. During the seminar, the Master Teachers participated in a poverty simulation to help them learn about economic diversity and understand the difficulties that many of our students face. LouAnne was moved by this simulation and wanted others in her region to be able to have the same learning experience. LouAnne sought out The Think Tank Team, the developers of the poverty simulation, to find out how her region could purchase a simulation of their own and roll it out for the region. She then shared her thoughts about the poverty simulation with Vice Chancellor of Academic Affairs, Dr. Deanna King. Because of LouAnne’s passion for students and commitment to the development of others, she and a colleague will be facilitating a Poverty Simulation annually for the Evansville and Terre Haute campuses. LouAnne’s efforts will impact others in a great way!
Introducing our Newest Program: Leadership Institute

The Talent Development team is excited to announce our latest program; Leadership Institute! The purpose of Leadership Institute is to create a pipeline of talent for senior-level leadership roles such as: Executive Director, Assistant/Associate Vice President, Dean and Assistant/Associate Vice Chancellor. Leadership Institute has been designed to weave in Pay It Forward elements and encourage participants to invest in the development of others as they invest in their own development. The program will also prepare leaders with the skills to successfully work up, down and across the College. Some of the skills identified for successful senior leaders are self-awareness, learning agility, communication, influence and the ability to think and act systemically.

By the end of Leadership Institute, participants will be able to:
- Solve complex problems in a statewide system
- Develop and analyze personal and professional goals and prepare to assume greater responsibilities
- Demonstrate the ability to gain critical perspective and manage organizational politics
- Identify and develop talent to meet the College’s succession planning needs
- Utilize team building techniques and lead with strategic purpose and vision

Participants will be Paying It Forward throughout the program. They will serve as mentors and identify ways in which they can be intentional in the growth of others. Participants will learn the importance of developing their direct reports with tools such as the Individual Development Plan and providing regular feedback. The program also includes a team project component that will allow participants to impact others through the implementation of statewide projects.

Other program components and content areas include: Lominger 360 Degree Assessment, Strengths Based Leadership, Team Building, Conflict Management, Internal Interviewing and Case Studies.

Please look for more details about the application process for Leadership Institute in early October.

Leadership Academy Application Available Now:

Are you interested in participating in the Leadership Academy? The application process for the 2015-2016 Leadership Academy has begun!

Leadership Academy applications are available June 19, 2015 and are due to Human Resources by July 3, 2015.

Visit http://www.ivytech.edu/files/Leadership-Academy-Application-2015.pdf to access the application and learn more about the program. We will be sending out application details to Ivy Tech leaders to pass along to faculty and staff.

Feel free to contact us for additional information.

Contact Us: ⌨️✉️

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For more information, please visit us on the web:

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

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