

Emerging Leader Program

The Emerging Leader Program (ELP) is designed to tap into the talents of commonwealth employees who exhibit leadership potential.

The program uses the *Seven Pillars of Leadership* model to develop character, communication skills, the ability to put people first, use of ethics, critical thinking, vision and strategic planning, and collaboration. Participants will design and act upon their own individual development plan as well as explore business practices within their agencies.

The program meets for one full day each month for 10 months. In addition, each participant's supervisor is expected to meet with the participant regularly throughout the learning process and attend designated sessions with the participant. The agency cost per participant is **\$275.00**. The nomination period opens in early-October and closes at the early-November.

Employees to be considered should

- exhibit leadership qualities and potential for increased responsibility
- work in a management classification pay scale group 6, 7, or 8
- value ongoing learning opportunities
- commit to full-day monthly development sessions

Expectations of the participant

- participate in highly interactive and challenging experiences
- receive developmental feedback
- support the professional development of fellow participants
- complete specific reading assignments and analysis by due dates
- use newly acquired skills in the workplace

Expectations of the participant's supervisor

- attend a program pre-session informational meeting
- complete the DiSC workplace profile and comparison reports and attend the DiSC workplace development session with his or her employee
- respond to a feedback instrument used to assess participant's current skill sets as it relates to creating the employee's individual development plan
- commit to ongoing coaching and mentoring of the participant throughout the program
- schedule post-session discussion meetings with the participant

Benefits to the agency and participant

- development of character, communication skills, the ability to put people first, integrity, critical thinking, strategic planning, and collaboration-building through use of a Seven Pillars of Leadership model
- enhanced professional peer network for continuing feedback and support
- operational understanding of commonwealth budget, policy, procurement, information technology and human resource practices