



## COMMISSIONER'S EXPERIENCED AND EMERGING LEADERS FAQ'S:

### What is the History of EEL?

The Commissioner's Experienced and Emerging Leaders Program (EEL) program was developed in 2007 in collaboration with Dr. George Manning from Eastern Kentucky University. The course curriculum is based on the book "The Art of Leadership". Since its inception, EEL has graduated 13 Cohorts and 460 Experienced and Emerging Leaders!

### Who facilitates the training?

The current Dean of EEL is Richard Curry, Executive Director of Emergency Response Operations. Richard holds a Master's Degree in Leadership from Trine University and is currently working on his Doctorate in Leadership from Regent University. Assistant Dean Nancy Riley is the Executive Director of Staff Development & Training. Nancy has a Master's Degree from Indiana State University in Criminal Justice and Criminology. The Deans select advisors to facilitate the program which include the Staff Development & Training Management Team and members of the IDOC Executive team. Throughout the sessions participants will have an opportunity to interact with executive staff through panels and expert presentations

### Who is an ideal candidate?

Candidates should meet the following minimum qualifications of having had no disciplinary action(s) in the past two years and five years' experience in their field. Candidates should exhibit the potential to become a leader within their organization.

### How are candidates selected?

State employees are nominated by their agency head, facility head, division director or a past EEL graduate. Once an employee has been nominated, they receive an application to apply which includes a resume, essay, and video submission. Once the applicant submits all components of the application, it is reviewed by a selection board composed of Indiana Department of Correction executives, EEL staff, and the Commissioner.

### How much outside time is required in addition to the in-person sessions?

Participants will be required to utilize their time effectively to manage projects and conduct meetings to meet all the requirements. Participants will be required to complete reading assignments and course-related work studies to explore their leadership abilities. They also will be required to collaborate and at times, meet remotely or in person with their team members to research/prepare for presentations for their cost-saving and Capstone projects.

### What happens if my staff can't make all four sessions?

In the event that a participant cannot attend a session, they will need to contact their advisor as soon as possible. Once contact has been made, the advisor will conduct a makeup session for that participant.

### How do you measure success of the training?

Many staff have received promotions, excelled in their fields, and exhibited professional growth. To date 83 percent of EEL graduates remain state employees.

### If one of my staff is selected, is there any time commitment from me?

Agency heads and supervisors are invited to participate in a panel discussion and to attend the graduation ceremony in the fall. Participants will also be working with their supervisory team to complete a career development and strength assessments.