



## Peer Leadership: From Today's Achievers to Tomorrow's Leaders FAQ'S:

### ***What is the History of Peer Leadership: From Today's Achievers to Tomorrow's Leaders?***

The program's development began in 2018 as a result of the identified need for a course to support the growth of front-line leaders within the Indiana Department of Correction. Recognizing that peer leadership is a critical element of the workplace, the program was created to provide training and support to high-potential staff who are not yet in supervisory positions, allowing them to better function as peer leaders in their current roles in addition to providing a tool for succession planning.

### ***What is included in the curriculum?***

Peer Leadership is a highly interactive, activity-based program which focuses on assessing and developing both individual and team strengths. Much of the curriculum is based on the book, "Spark: How to Lead Yourself and Others to Greater Success," and several main areas of focus include credibility, confidence, peer conflict resolution, accountability, stress management, and professional development.

### ***Who facilitates the training?***

The facilitation of the Peer Leadership program is a collaborative effort of the Staff Development & Training Team. The Executive Director of SD&T and Regional Training Managers serve as the primary instructors for the program with the SD&T supervisory team working closely with the participants in team leader roles and the curriculum development team assisting with facilitation of activities.

### ***Who is an ideal candidate?***

An ideal candidate is an IDOC or contract employee who is not currently in a supervisory role but displays leadership ability among peers and exhibits strong potential to grow into a future leader within the department.

### ***How are candidates selected?***

Wardens and/or department directors of facilities which have been selected to participate in a Peer Leadership session are asked to work with their team to identify and select for participation three to five staff members who meet the identified criteria.

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

It is suggested that participants complete a recommended reading assignment prior to the course along with two online assessments which are utilized throughout the program. Additionally, participants may need time outside of class hours during the program week to complete or finalize assignments.

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

The program will be evaluated through the gathering of feedback from participants, their supervisors, and program facilitators in addition to program evaluations.

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

The time commitment from participant supervisors is minimal. Participants may request follow-up assistance regarding goals developed during the program and supervisors may be contacted to provide feedback regarding the performance of program participants.

### **Program Contacts**

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