**The Leadership Academy FAQ’S:**

***What is the History of The Leadership Academy?***

The Leadership Academy was developed in 2008. It is a blended format of lecture and team building activities. Some of the topics covered during the program are: Fundamentals of Leadership, Self-Awareness, Leadership Team Building, and Leadership Problem Solving & Critical Thinking. The team building activities utilize the Mobile Team Challenge system which is an easy-to-use professional training and development system using a wide variety of activities to elicit team work, communication, leadership, and general life skills.

***Who facilitates the training?***

The Division of Staff Development and Training’s Management/Supervisory Team are utilized as Facilitators of the program. There are also a group of individuals identified as Team Leaders by the Program Dean. The Team Leaders go through a certification process prior to being utilized.

***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?***

Candidates are selected by an application and review process. Once the applicant submits all components of the application, it is reviewed by a selection board composed of Indiana Department of Correction Executive Staff.

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

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 collaborate and at times, meet remotely or in person with their team members to research/prepare for presentations for their Capstone projects.

***What happens if my staff can’t attend the entire Academy?***

In the event that a participant cannot attend a portion of the academy, they will need to contact the Program Dean as soon as possible. Once notification has been made, a determination will be made as to the appropriate course of action. Depending on the amount of the program missed, it could range from attending a make-up session or possibly attending the missed portion the following year.

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

Due to the diversity of the cohort, the Facilitators and Team Leaders will observe how the participants are reacting and responding to the adversity they are faced with during the team building activities. Throughout the two weeks the cohort should begin to work more cohesively as one team despite their differences, both personally and professionally.

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

This course does request the Supervisor, Subordinates, and Peers complete a 360 assessment survey for the participant attending the academy. This assessment only takes about 20 minutes of your time to complete.

**Program Contacts**

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