**COMMISSIONER’S EXPERIENCED AND EMERGING LEADERS FAQ’S:**

***What is the History of EEL?***

The EEL program was developed in 2007 with the assistance of Dr. George Manning, surrounding his book *The Art of Leadership.* Since 2007, our 13 cohorts have included 460 participants.

**Who facilitates the training?**

The current Dean of EEL is Executive Director of Emergency Response Operations Richard Curry, who holds a Master of Science Degree in Leadership from Indiana Wesleyan University and a Doctorate in Leadership from Regent University. Assistant Dean Executive Director of Staff Development & Training Nancy Riley has a Master of Science 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. Throughout the sessions participants will be guided by executive panels and directors who are specialist in their field.

**Who is an ideal candidate?**

Candidates should meet the following minimum qualifications of 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 on 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.

**What are some examples of past capstone projects?**

Capstone Project subjects have ranged from creating executive directives for facility needs, creating recruitment videos, exploring creative solutions to existing challenges, and developing strategies for the state to be more cost-effective and efficient.

**What are some of the topics included in the program?**

Topics include self-assessments, leadership styles, developing effective teams, motivating others and career development.

*Continued Below*

**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.

**Program Contacts**

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