**Women in Leadership FAQ’S:**

***What is the History of Women in Leadership?***

The Women in Leadership program was developed in 2016 based on an idea the Deputy Commissioner Julie Lanham had when speaking with staff visiting Central Office. D.C. Lanham then took her idea to the Executive Director of Staff Development and Training, Nancy Riley, where the creation of the program began. The program initially began as a one-part program, and quickly developed into two phases (held in three regions in the state), where one phase is held in the spring and the second phase is held in the fall. A few of the topics discussed during this training in phase one are the importance of women in leadership roles, the importance of developing the self for leadership, communicating with others and what a mentor can do for them. Phase two discusses emotional self-awareness, personal development and Family/Work-Life balance within the roles of leadership.

**Who facilitates the training?**

The current Dean of Women in Leadership program is Ann Hubbard, Regional Training Manager. The Lead of the program is Kristy Cobb, Regional Training Specialist. There are several facilitators for the program, from Deputy Commissioner’s, the Controller, Executive Director’s, Wardens, Deputy Warden’s, Captain’s, and Staff Development and Training’s Management Staff. Throughout the sessions participants will have an opportunity to interact with executive staff through panels and expert presenters.

**Who is an ideal candidate?**

Any staff member is a candidate for this program. Candidates should exhibit the potential to become a leader within their organization and have determination to challenge themselves to open up and become a better leader.

**How are candidates selected?**

State employees can reach out to the Training Coordinator at their facility or the Dean of the program.

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

Participants are encouraged to seek out a mentor whom they can meet with outside of the classroom. They also are given several handouts such as a form to develop a career plan, and goal tracking form, which they can use to create their own personal career development plan.

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

Many staff have received promotions, excelled in their fields, and exhibited professional growth. This program offers the ability for the individual to not only grow professionally but personally as well. We utilize evaluation forms from the participants to measure the success.

**If one of my staff signs-up for this program, is there any time commitment from me?**

Nothing that is required, but supervisor may be asked by participants to assist in their career development.

**Program Contacts**

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