

# Developing Leader Academy (DLA)

## LAUNCH COMMUNICATION

**PURPOSE:** The DLA provides our GCNA leaders with an environment to continue growth in their leadership roles through a series of development experiences and activities.

**APPROACH:** The DLA begins with the application process which consists of a supervisor commitment, a series of leadership essay questions, and a letter of recommendation. The core learning experiences are:

- Emotional Intelligence
- The 4 Essential Roles of Leadership
- Problem Solving Tools
- Lead a Culture of Engagement

The academy culminates with group capstone project findings and recommendations. Each group will be assigned a GCNA department to work with to focus on a specific challenge or opportunity, identify the specific causes of that challenge, and develop recommendations.

***It is highly recommended that leaders complete the Foundational Leader Academy (FLA) prior to submitting interest to the DLA.***

**AUDIENCE:** The DLA is designed to support leaders of leaders and to introduce the skills necessary to do so. Prior completion of the FLA will prepare participants for this next level academy. It is highly recommended that leaders complete the FLA prior to submitting interest to the DLA. Special consideration will be given to non-FLA graduates when applying based on each individual's experience with leadership development training.

**DELIVERY SCHEDULE:** The DLA is delivered over the course of 10 sessions conducted on a bi-weekly basis. Each session will run for roughly four hours. An example of what a typical day in the DLA will look like:

<b>10 to 12</b>	Leadership Topic and Discussion
<b>12 to 1</b>	Lunch
<b>1 to 1:30</b>	Cohort Activity
<b>1:30 to 2:30</b>	Leadership Topic and Discussion
<b>2:30 to 3:00</b>	Application of Topic and Next Steps

**PILOT:** Our goal is to launch the Developing Leader Academy on September 18th. The pilot cohort would graduate on February 5th 2020. The participants for the pilot will be hand selected, as they will help shape the program.

**GCNA LEADERSHIP SUPPORT:** The DLA is a rigorous program and depends on the involvement of our leaders to serve as guest speakers and capstone sponsors. Leaders of those attending the program are expected to discuss session topics with DLA Participants and support their development plans as they build them.

**LEADERSHIP ASSESSMENT:** To enhance the value of the 4 Essential Roles of Leadership portion of the academy, each participant will participate in a 360 assessment on the 4 Essential Roles issued by Franklin Covey.

**CAPSTONE SUPPORT:** We will also ask for our senior leaders to take some time outside of the classroom with DLA participants as they work on their capstone projects. Department Leaders who sponsor capstone projects are expected to co-design a project that:

- Addresses a real world problem that is tied to a business need.
- Is appropriate for a team of 4-5 leaders to complete within the 4 month program.

Through the research and fact finding process, they should also anticipate infrequent touch points with the team that is working with their department to answer questions.

