

## GEORGIA HIGHLANDS COLLEGE



We are thrilled to announce that GHC has developed a new Leadership Development program, aptly named the GHC Leadership Development Institute (LDI). This exciting new program is currently accepting participants for the inaugural 2021 LDI cohort. Beginning in January 2021, this inaugural cohort will serve as part of an internally offered pilot program that will meet through the first part of July 2021.

In lieu of an application process, managers are asked to nominate individuals whom they believe might be a good fit for the program. Please review the program details below for more information:

### **GENERAL INFORMATION:**

The GHC Leadership Development Institute (LDI) is a unique developmental program for employees of Georgia Highlands College who have the potential and desire to pursue greater leadership responsibility. The purpose of the program is to enhance a participant's leadership and management skills. LDI was developed, in collaboration with the USO, in order to cultivate and develop the leadership skills of the institution's current and future leaders. It is hoped that this program will offer an opportunity for intense personal and professional growth for the participants.

The principal program objectives for LDI are: (1) to challenge employees to undertake leadership development; (2) to broaden participant's perspective and provide them with an opportunity to apply leadership skills in a practical working environment; (3) to cultivate and develop the leadership skills of the institution's current and future leaders. These objectives may be achieved through a variety of activities tailored to the specific needs of the individual and the institution. These activities include training courses, theoretical and practical application exercises, special projects, self-assessment, job shadowing, and/or other activities appropriate to the needs of the individual participants and the program. Participants will be supported in their efforts by the LDI team.

Each employee selected for the GHC LDI program is required to make commitments that affect both official and personal time. Managers of selected candidates will be expected to work with the LDI team to adjust participant's workload as appropriate to accommodate the collateral duties. LDI features the following components:

- The GHC LDI pilot program will be completed January 2021 through the first part of July 2021.
- Small cohort size. Space is limited to 20 individuals.
- Classes will be held from 9:00 a.m. – 11:00 a.m. Selected Participants are expected to attend each class.
- A program participation fee of \$150 per selected participant will be charged to the employee's department to offset the cost of the self-assessment tool.
- Upon completion of the program, participants will receive an official Certificate of Completion and participate in a completion celebration.

#### **NOMINATION REQUIREMENTS:**

To be eligible for participation in the LDI program, an employee's manager must write a nomination letter and submit it to Bradley Gilmore – HR Floyd Campus or via email to [bgilmore@highlands.edu](mailto:bgilmore@highlands.edu) by November 16, 2020.

Nomination letters should include:

1. Why the manager believes the employee would be a good fit for the program.
2. Information about the employee's career goals. This information will enable the LDI team to develop an appropriate job shadowing experience.

An "Agreement of Responsibilities" must be signed by both the applicant and their manager prior to the beginning the program.

We look forward to hearing from you.

Sincerely,

The GHC LDI team