

New Leaders Program

2019/20

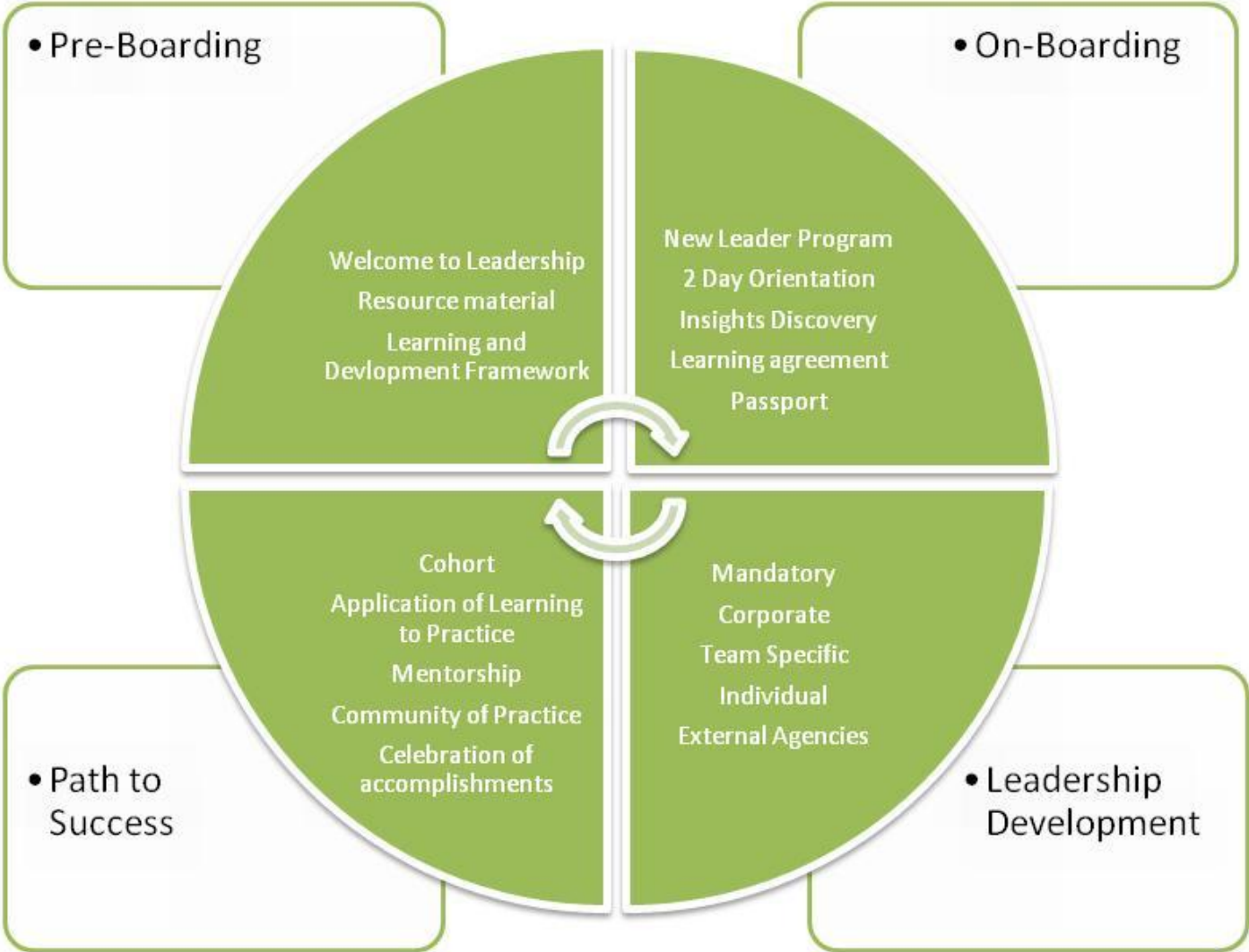
Rationale for the Project

- When:
 - ▶ January 2018-August 2018
- Who:
 - ▶ Organizational Development Lead(50%)
 - ▶ Administrative support- 40%
 - ▶ Human Resource Assistant 10-20%
- Goal:
 - ▶ To define, confirm, implement, evaluate and sustain a LEADS based leadership development program for new managers.

Program Components

- HPEI Learning & Development Framework
- New Leaders Pathway
- Learning and mentor agreements
- Passport to Learning
- Contacts booklet
- Mentoring Guide/Program
- Mentor/mentee and program evaluation
- Selection of participants and mentors

New Leaders Pathway



New Leader Cohort

- 30 participants in total
- Hired, promoted or transferred to a leadership position (previous 2 years)
- Responsibility for budget
- Responsibility for staffing
- Encompassed all services in HPEI

Participant Requirements

- Commit for one year
- Sign learning and mentoring agreements
- Attend and participate in the:
 - ▶ 2 day orientation
 - ▶ One day Insights Discovery & Leadership session
 - ▶ Leadership Academy
 - ▶ Cohort activities (web-based and in-person)

Leadership Academy

- Leadership Development Series (Mandatory)
- Human Resources
- Labour Relations Series
- Electives - *which contribute to learning plan*
 - ▶ Public Service Commission, other HPEI, UPEI, and professional association opportunities
 - ▶ Programs and certificates through formal learning institutions
 - ▶ Workers compensation Board-Safety series

Cohort Activities

- Teleconference
 - ▶ Touch base re how things are progressing
 - ▶ Review mid-point evaluations
 - ▶ Topics chosen by participants
- One day conference
 - ▶ Motivational speaker
 - ▶ Self-care
 - ▶ Networking opportunity
 - ▶ Participants given group activity

Capstone

- One day event
 - ▶ Speaker(s) on leadership
 - ▶ Groups report back
 - ▶ Results of the final program evaluation
 - ▶ Certificate of achievement

Evaluation

- Mid-point evaluation
- Year-end evaluation
- Standard evaluation following education sessions/workshops

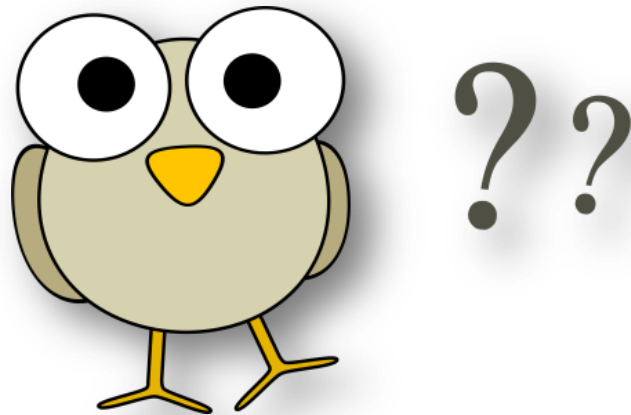
Lessens Learned to date

- Begin recruitment phase earlier
- Consider having mentors who do not supervise the participant
- Consider opening the program to aspiring managers
- Evaluation was revised based on feedback

Next Steps

- Overall evaluation in July
- Make improvements based on evaluations
- Staff Resource Center updated
- Confirm education for upcoming year
- Select next Cohort
- Hold Capstone/Celebration

Questions



Contact

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Leadership is about the decisions you make and the actions you take each day. The world is waiting. Leadership is a choice and it starts with you.

Alyse Nelson, Vital Voices