

PAIU LEADERSHIP PROGRAMS

COMPONENT	PAIU ASPIRING LEADER PROGRAM	PAIU EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM
Purpose	Provide current IU staff member, who aspires to a higher level of responsibility at the IU , leadership development through a mentor and various leadership experiences.	Provide newly appointed IU Executive Administrator a peer advisor who will provide guidance, feedback and knowledge regarding IU operations/services pertaining to the Executive Leader's position.
Intended Audience	Current IU staff member who is working at beginning level supervisory or administrative level who shows evidence of higher-level leadership skills.	<ul style="list-style-type: none"> • Newly appointed IU Executive Administrator who is a member of the Executive Leadership team for no more than two years, and: <ul style="list-style-type: none"> ○ title is associated with one of the PAIU Job-Alike groups. ○ He/she is the only person holding that job title at their IU.
Participant Approval Process	<p>IU Executive Director nominates one Aspiring Leader and mentor per year.</p> <p>IU Executive Director or designee will use this electronic link to register Aspiring Leader: http://goo.gl/forms/LZxqkQgPkK</p> <p>The link will also be housed on the PAIU website at: www.paiu.org</p>	<p>IU Executive Director identifies newly appointed Executive Leader(s) to participate in the program.</p> <p>IU Executive Director or designee will use this electronic link: http://goo.gl/forms/VbvUY9AU58</p> <p>The link will also be housed on the PAIU website at: www.paiu.org</p>
Advisor/Mentor Approval Process	IU Executive Director selects Mentor for Aspiring Leader and shares responsibility timeline with them. The Aspiring Leader and Mentor are from the <i>same</i> IU.	IU Executive Director must approve any Peer Advisor from his/her IU. The Peer Advisors are specific to Job-Alike groups and will be assigned to program participants from <i>another</i> IU.

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Mentor/Advisor Qualifications	<p>An Aspiring Leader Mentor is a current IU staff member who:</p> <ul style="list-style-type: none"> • Exhibits exemplary leadership skills; • Has the aptitude to be a mentor to an aspiring leader; • Has been approved by their Executive Director. 	<p>An Executive Leadership Program Peer Advisor is a current senior IU Executive Leader who:</p> <ul style="list-style-type: none"> • Has held his/her current position for at least 3 years; • Completes peer advisor training, • Has the aptitude to be a peer advisor for a newly appointed Executive Leader, • Has been approved by his/her IU Executive Director. <p>Peer Advisors will be recruited through the Job-Alike groups for Executive Director approval. Peer advisors may register for the program at the link below:</p> <p>http://goo.gl/forms/kJSmUqssbH</p>
Length of Program	1 Year (beginning and ending at the PAIU conference)	1 Year (rolling year, depending on date of hire)
Experiences Associated with Program	<ul style="list-style-type: none"> • Attend PAIU Conference at the beginning and end of the program year. • Work with Mentor and Assistant Executive Director* to map out Aspiring Leader goals and calendar of activities. • With the assistance of the Mentor, plan to attend three PAIU Job-Alike meetings: 1) executive directors; 2) in current program area; 3) in a program area of interest. • With the assistance of Mentor plan and schedule a reciprocal visit with an Aspiring Leader at another IU. • Attend virtual Aspiring Leader cohort 	<ul style="list-style-type: none"> • Peer Advisor Meetings <ul style="list-style-type: none"> ⊖ Periodic face to face or virtual meetings, at a minimum, when the A Like Group Meetings are held • Weekly phone/virtual Check-in Meetings • On Call <ul style="list-style-type: none"> ○ Peer Advisor will be available to the Executive Leader when needed. • Executive Leader Experience <ul style="list-style-type: none"> ○ Peer Advisor will review the concepts identified on the PAIU Executive Leader Checklist. • PAIU new Executive Leader Orientation

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	<p>meetings in October and March, led by Aspiring Leader chair.</p> <ul style="list-style-type: none"> • Documentation of Activities <ul style="list-style-type: none"> ○ The Aspiring Leader chair will use virtual Aspiring Leader cohort meetings to monitor completion of checklist activities. 	<ul style="list-style-type: none"> • Documentation of Activities <ul style="list-style-type: none"> ○ The Peer Advisor will submit the progress of reviewing the checklist on a quarterly basis.
Rollout Timeline	<p>Feb/March – Executive Directors name Aspiring Leader and Mentor.</p> <p>March/April – Aspiring Leaders are welcomed and invited to conference.</p> <p>June- Aspiring Leaders attend PAIU Conference and program components and timeline are shared with them.</p> <p>September – March – Various activities as outlined above.</p> <p>June – Attend PAIU conference</p>	<p>Feb/March – Executive Directors name newly appointed Executive Leaders.</p> <p>March/June – PAIU Executive Director and Assistant Executive Directors begin Peer Advisor recruitment through Job-Alike groups, seeking IU Executive Director approval.</p> <p>June- Advertise program at conference</p> <p>Summer – Secure final list of New Executive Leaders and Peer Advisors</p> <p>July – October – Peer Advisor training</p> <p>October/November– First cohort of new Executive Leader and peer advisors begin</p> <p><i>Soft Launch: The PAIU Executive Director and Assistant Executive Director Job-Alike group will work to identify an advisor for any IU in need of an ELD Program advisor for a current newly appointed Executive Leader that can begin working together at least on an informal basis until the new program is formally launched.</i></p>