**Peer Leadership: From Today’s Achievers to Tomorrow’s Leaders FAQ’S:**

***What is the History of Peer Leadership: From Today’s Achievers to Tomorrow’s Leaders?***

The program’s development began in 2018 as a result of the identified need for a course to support the growth of front-line leaders within the Indiana Department of Correction. Recognizing that peer leadership is a critical element of the workplace, the program was created to provide training and support to high-potential staff who are not yet in supervisory positions, allowing them to better function as peer leaders in their current roles in addition to providing a tool for succession planning.

The program was piloted in October 2019. Two programs were offered in 2022.

***What is included in the curriculum?***

Peer Leadership is a highly interactive, activity-based program which focuses on assessing and developing both individual and team strengths. Much of the curriculum is based on the book, “Spark: How to Lead Yourself and Others to Greater Success,” and several main areas of focus include credibility, confidence, peer conflict resolution, accountability, stress management, and professional development.

***Who facilitates the training?***

The facilitation of the Peer Leadership program is a collaborative effort of the Staff Development & Training Team. Executive Director Nancy Riley and Regional Training Managers serve as the primary instructors for the program with the SD&T supervisory team working closely with the participants in team leader roles and the curriculum development team assisting with facilitation of activities.

***Who is an ideal candidate?***

An ideal candidate is an IDOC employee who is not currently in a supervisory role but displays leadership ability among peers and exhibits strong potential to grow into a future leader within the department.

***How are candidates selected?***

Wardens and/or department directors are asked to work with their team to identify and nominate a participant and an alternate who meet the identified criteria.

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

It is suggested that participants complete a recommended reading assignment prior to the course along with an online assessment which are utilized throughout the program.

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

The program will be evaluated through the gathering of feedback from participants, their supervisors, and program facilitators in addition to program evaluations.

***If one of my staff is selected, is there any time commitment from me?***

The time commitment from participant supervisors is minimal. Participants may request follow-up assistance regarding goals developed during the program and supervisors may be contacted to provide feedback regarding the performance of program participants.

**Program Contacts**

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