

## **EMERGING LEADERS' INSTITUTE FOR TRAINING AND EXCELLENCE (ELITE)**



### **EMERGING LEADERSHIP DEVELOPMENT**

Leadership development is a core activity provided by Community Action State Associations and Community Action Agencies across the country. Whether it is through a formal Emerging Leaders program or through participation in training events, Community Action Agencies rely on State Associations to provide quality professional development opportunities to help prepare future and current leaders.

### **ELITE**

The Emerging Leaders' Institute for Training and Excellence (ELITE) curriculum was developed to be a resource for State Associations and Community Action Agencies that want to formalize their Emerging Leader development efforts. Iowa Community Action Association (ICAA) has customized the curriculum to include the most up-to-date and pertinent information impacting Community Action. The ELITE Curriculum leads participants through seven core leadership and management training modules that address specific skill areas. These include:

- Leadership
- Public Administration
- Fiscal Integrity
- Human Resources
- Advocacy
- Cultural Humility
- Managing and Measuring Organizational Performance
  - National Theory of Change
  - ROMA
  - Strategic Planning

ICAA supplements these training modules with online group discussions, reading and writing assignments, in person gatherings, additional expert speakers, and other support opportunities.

### **WHO SHOULD PARTICIPATE?**

There is no standard definition of an Emerging Leader; it depends on your perspective. Some may have been in the field for a number of years and are looking to move up, others may have recently come into Community Action and want to develop core management skills. Some will pursue program director positions while others may hope to pursue Executive Director/CEO positions. It varies. ICAA encourages you to give it some thought and discuss the opportunity with your supervisor and/or Executive Director before applying for the program and contact us if you have questions.

### **HOW LONG WILL IT TAKE?**

The Iowa ELITE program meets monthly for approximately eight months with a combination of 90-minute online meetings (using Zoom) and 2-3 in-person meetings.

### **NEXT STEPS...**

To learn more or to obtain an application for the Iowa ELITE program contact Tiffany Keimig, Director of Training and Technical Assistance at ICAA, [tkeimig@iowacaa.org](mailto:tkeimig@iowacaa.org) or 515.244.0320.