**IAAP Emerging Leaders: 2024 program schedule (TENTATIVE)**

Application opens after IAAP convention (December 6, 2022) and closes on February 1, 2024.

* Submit application and supporting letter of recommendation, identify Personal Growth Coach
* Leadership program workgroup selects participants (class size limited to 20 people)
* Participant introduction via Zoom on February 26
* Personal Growth Coach training via Zoom prior to first meeting

**Meeting 1** – April 3rd to 5th [1/2 day Wednesday, full day Thursday and Friday for most meetings]

* Chicago
* Intro to program but mostly get to know each other and begin networking
* Fun, bonding activity the first night
* Business-casual meeting the second night
* Don Mikulic guest speaker on history of mining in Chicago area
* Tour an underground stone mine such as Heidelberg Federal UG
* *Setting the stage for Leadership Excellence, the presentation of Building Cathedrals: The Power of Purpose, Strengths Based Leadership, Leadership Presence.* **Managing the Business; Leading your People**. *Module Outcome: Realize the difference between management and leadership and the importance of and need for both.*

**Meeting 2** – May 1st to 3rd

* Springfield
* Legislative and regulatory issues affecting the industry
* How to speak with your legislators
* How a bill becomes law and regulations are developed from the law
* Visit Capitol building and observe legislative process
* Meet with legislators and leaders in government
* Tour a sand & gravel mine such as Buckhart S&G
* **The Appreciation of Differences (Related to Communication Style/Effectiveness).** *Module Outcome: To realize we approach life and work from four basic perspectives (Driver, Analytical, Expressive, Amiable) and should understand, appreciate and utilize each approach. We also will highlight the Myers Briggs Type Indicator. Post workshop, participants will have the opportunity to complete the MBTI and receive both their results and coaching from Greg Coker. Relate to legislators/staff participants will be exposed to.*
* **Taking Care of You**: Stress Management. *Module Outcome: Everyone’s at their wits end. We can’t take care of others if we’re not taking care of ourselves. We provide the seven characteristics of people who manage stress.*

**Meeting 3** – July 22nd-23rd

* Charleston
* Participants will attend the Illinois Teacher’s Workshop: Rocks, Minerals, and Mining in Today’s Society. *Learn from industry professionals (IAAP members, DNR, ISU, and others) on a variety of topics including the history of mining in Illinois, reclamation, sustainability, blasting, productions and sales, using Google Earth, household minerals, and more. Participants will also learn how to teach others about the Illinois aggregate mining industry.*
* Networking with the Board of Directors
* Networking with members of the PIE Committee

**Meeting 4** – September 11th to 13th

* Peoria
* Fieldtrips to Caterpillar or Komatsu heavy equipment manufacturer’s facilities
* Guest speakers from mobile equipment manufacturer, such as Komatsu or Caterpillar
* Attend IAAP Golf Outing on Sept. 12th
* **Team Effectiveness**. *Module Outcome: Most teams are not reaching peak performance (Hence the book, The Five Dysfunctions of a Team). We cover the characteristics of effective teams, the steps of team growth (Form-Storm-Norm-Perform) and specific strategies to build highly functioning teams.*
* **Problem-Solving/Project Management**. *Module Outcome: The topic itself is a bit intimidating. Coker shares a simple problem-solving tool (GBASS: Goals, Barriers, Alternatives, Selection, Sequence) outlining how it can be used from the quarry floor to more formal planning sessions.*

**Meeting 5** – October 23rd to 25th

* Southern Illinois
* Tour aggregate/fluorspar mine and fluorspar processing plant such as Hastie
* **Handling difficult conversations: Getting the “wrong people off the bus” with dignity and self-esteem in place.** *Module Outcome: Give participants specific strategies on how to have that difficult conversation when things just don’t work out with an employee.*
* **Culture.** *Module Outcome: Participants will understand how they are a HUGE part of the overall DAV culture and they must “own” the culture of their operations. Numerous surveys report culture is one of the main reasons’ employees stay and one of the main reasons they leave. Culture is tied to more “human dynamics” versus “technical expertise.”*

**Graduation** – December 4th

* IAAP convention in Springfield
* Capstone project report from participants