

IAAP Emerging Leaders

2023 program schedule (tentative)

Application opens after IAAP convention (December 7, 2022) and closes on February 1, 2023.

- 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
- Personal Growth Coach training via Zoom prior to first meeting

Meeting 1 – March 22nd to 24th [1/2 day Wednesday, full day Thursday and Friday for most meetings]

- Suburban-Chicago location
- 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 [Hanson Federal Quarry or Vulcan McCook in McCook, IL.]
- *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 3rd to 5th

- 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
- **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 11th

- Via Zoom
- *General review of what we've covered the first part of the year and specific examples of how participants have implemented. Discuss Capstone Project and cover one leadership topic to be determined based on what wasn't covered that perhaps was scheduled to be covered but we ran out of time or new material based on unique needs of class (uncovered through debriefs). This short, online session is more of a catch-up versus educational.*

Meeting 4 – September 13th to 15th

- Peoria
- Fieldtrips to Caterpillar or Komatsu heavy equipment manufacturer's facilities
- Guest speakers from Komatsu or Caterpillar
- Attend IAAP Golf Outing on Sept. 14th
- **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 25th to 27th

- Southern Illinois area, such as Giant City State Park
- Tour Hastie aggregate/fluorspar mine and fluorspar processing plant
- Management Focus with professor/consultant Chris Wooldridge covering the book 10 Day MBA. Continuation of **Managing the Business; Leading your People.** *Module Outcome: Realize the difference between management and leadership and the importance of and need for both.*
- **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 6

- IAAP convention in Springfield
- Capstone project report from participants