KQIP Leadership Development
Steering Committee Update, April 12, 2006

The KQIP Leadership Development team (Stephanie Bredman, Steve Carpenter, Bonnie Hansen, Kathy Kaiser, Nancy Rash and Dale Simon) were asked to provide an update on activities on April 12, 2006. Because the team did not have any action items or meetings since the final report out in spring 2005, the following highlights were presented:

Phase I Outcome:
In the 2004 Report Out, the Leadership Development team recommended using the annual staff evaluation form for the purpose of exploring the following question with staff members:

*Are you interested in entering a leadership development program?*
  If the staff member answers *yes*: *Complete an application form*
  If the staff member answers *no*: *Articulate a professional development goal*

The team had also created a survey to determine staff participation in community organizations and leadership training/conferences.

Phase II Outcome:
The team drafted an introductory letter to supervisors that explained the staff evaluation question and follow-up steps. In addition, an employee leadership development application was created. A sample application, using responses from a typical employee, was included for supervisors to use as a guide in conversations with staff members. The team also suggested consideration of further supervisor training to ensure comfort with this conversation.

Phase II recommendations were presented by the Leadership Development team at the March, 2005 KQIP Report Out. The team was asked to wait for further study by the President’s Cabinet who gave the following direction in late spring 2005:

President’s Cabinet determined the staff evaluation questions should be tested in two departments: Human Resources and the Foundation/Grants Office. If the test in the two departments went well, the evaluation question and response actions could be rolled out to remaining departments. Due to the timing (late spring), it was determined that implementation in the two test departments would be deferred to 2006 staff evaluations. After test completion in 2006, the decision to edit the question and application, or proceed to a bigger rollout will be determined by the Human Resources department and the President’s Cabinet.

In April 2006, the Leadership Development Team gave this report to the Steering Committee and spoke with the Human Resources department to confirm the two test departments still plan to proceed with the evaluation question and follow-up.