

Willie M. Reed  
*Dean*

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Dear SVM Staff,

It is my pleasure to share with you a new and very worthy initiative that is designed to enhance and grow the leadership potential of the staff within the School of Veterinary Medicine. The Leadership Development Program (LDP) is a one-year rotational program that is focused on developing leaders and is designed to help our employees expand their skills, build on their strengths and determine their future track. The program is aimed at targeting the core competencies and self-awareness tools in the performance management system utilized by the SVM. Individuals will learn strategies for continuous development through extensive assessment, group discussions, self-reflection and small group activities. In this way, participants will be able to directly apply the skills learned towards their performance. As a result, administrators and current supervisors will be able to measure these newly acquired skills against past and current performance.

As stated in the School's strategic plan, we are committed to providing high quality professional development opportunities for faculty and staff. For any organization to be successful, investing in the next generation of leaders is critical to sustain a competitive advantage and achieve organizational growth over the long term.

*Who Should Attend:*

Staff who are interested in applying should speak with their direct supervisor. This program is open to staff of all levels and abilities who are willing to listen to what others say about them -- and take positive action based on that feedback -- in exchange for becoming a more effective leader. Participants emerge well equipped to take on greater cross-functional responsibilities -- and ultimately drive performance throughout our School.

*Overview of Program:*

Throughout the rotation, participants can expect to enhance their general management and leadership skills. The program will consist of various levels with mandatory as well as elective coursework. Courses may include, but are not limited to, Diversity in the Workplace, Communication Styles, Priority Setting and Change Management. The LDP courses will be led by human resource professionals and educators who are experienced in sharing the most in-depth, leading insights on leadership development, collaboration and capacity-building. For the initial round of classes we will have 10 spots available. The program will be delivered in an intimate and highly-interactive learning environment. Courses will be structured to meet the needs and time demands of all participants. This SVM-customized program will emerge as one of the leading professional and performance development programs at Purdue.

In the next week, you will receive more detailed information about the implementation of the program – how to sign up for the program, course descriptions, times and room locations.

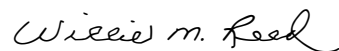
*Outcomes:*

You will develop a deep sense of self-awareness that will help you:

- Give and receive feedback more effectively
- Lead change within your departments
- Build and maintain productive relationships
- Develop others to be their best
- Manage yourself
- Leverage differences in other people
- Set clear, achievable goals

This program is highly regarded and will be highly rewarding, but requires dedication and commitment to excellence. Together, we can help each other succeed and achieve a rich understanding of how we all can be more effective leaders through continued learning, discovery and engagement.

Sincerely,



Willie M. Reed, DVM, Ph.D.  
Dean

