



ELDP Graduation Requirements

The Executive Leadership Development Program (ELDP) is an intensive, year-long program that includes both in-class and between session assignments. To graduate from the program, participants must attend all four sessions and complete all ELDP required assignments and activities. **Participants are required to attend all class sessions and every day during the sessions.** The first three sessions are six days each, scheduled for Monday through Saturday; the last session is five days, Monday through Friday. The required assignments and the time during the program which they are due are:

Prior to the First Session

- Completion of the Leadership Effectiveness Inventory (LEI) by the ELDP participant
- Completion of the Leadership Effectiveness Inventory (LEI) by the ELDP participant's supervisor
- Completion of the Leadership Effectiveness Inventory (LEI) by three of the ELDP participant's peers
- Completion of the Leadership Effectiveness Inventory (LEI) by three of the ELDP participant's subordinates
- Signed Memorandum of Understanding between the ELDP participant's supervisor and the ELDP program managers

During the First Session

- Completion of the Myers-Brigg Type Indicator (MBTI)
- Completion of the Thomas-Kilman Conflict Scale
- Completion of Health Self-Assessment
- Identification of, and assignment to, a team project
- Completion of draft project plan for team project
- Draft of an Individual Development Plan (ILDP)

Prior to the Second Session

- Selection of a mentor
- Completion of a mentoring contract
- Approved Individual Development Plan (ILDP)
- Status report on progress on ILDP
- Completion of 2-3 page report on management book selected from list provided

During the Second Session

- Completion of updated project plan for team project
- Presentation on team project

Prior to the Third Session

- Mid-year Self Report on progress
- Status report on progress on ILDP
- Completion of 2-3 page report on management book selected from list provided

During the Third Session

- Completion of updated project plan for team project
- Presentation on team project
- Organization self-assessment
- Development of organization improvement plan

Prior to the Fourth Session

- Completion of five interviews of recognized leaders*
 - 1-2 page summary of each interview
 - 2-3 page analysis of what the participant learned about leadership from the interviews
 - Preparation of brief (5 minute) oral presentation on interviews
- Status report on progress on ILDP
- Significant progress on the ILDP
- Completion of team project
- Completion of Social Styles Self-Assessment by participant
- Completion of Social Styles Self-Assessment by participant's colleagues
- Completion of Program Impact Paper

During the Fourth Session

- Final team project presentation
- Presentation on interviews of leaders
- End of program evaluation

*Note: the interviews can be conducted any time during the year, but the reports on the interviews are due prior to the fourth session.