



Wisconsin Leadership Development Institute (WLDI) provides leadership development specifically for Wisconsin technical college employees. The goals of the institute include: developing leaders in all areas of technical college administration, increasing diversity across all management levels, and fostering interaction with other leaders through collaboration and mentoring. Both the Wisconsin Technical College System (WTCS) and individual colleges within the system seek to strengthen their current and future leaders' leadership knowledge, skills, and abilities through engagement in WLDI.

WLDI includes a **Foundation Leadership Academy** and an **Academy for Advanced Leadership**. Both programs are competency-based, requiring either six or ten days of onsite leadership training over an 18-month period of time. Both programs include pre, interim, and post 360-degree evaluations to measure participant achievement of program competencies with a year-long practicum that requires participants to develop a plan based on a set of objectives linked to their own unique workplace and culture. Both programs also include an interim session focusing on leadership competencies specific to the Wisconsin Technical College System.

Below is an overview of the history of these programs.

- 1993-1994: The WTCS Presidents' Association and the Wisconsin Technical College Board identified a need for a leadership program that would prepare future leaders to meet organizational needs. Competencies and curriculum were approved, and a partnership was formed with the Chair Academy.
- 1995-1996: The first WLDI class was held.
- 2014-2015: The first WLDI **Advanced** Academy was held. As of June 2017, there will be 47 graduates from the Advanced Academy. The plan is to hold the Advanced Academy biannually.
- June 2016: The 21<sup>st</sup> WLDI **Foundation** class graduated. As of June 2017, there will be 642 graduates from the Foundation Academy.
- 2016-2017: 47 participants are enrolled in WLDI Foundation and Advanced programs; they graduate in June 2017.
- 2017-2018: There are 40 participants enrolled in the WLDI Foundation program.

## Outcomes

The outcomes of the *Foundation Leadership Development Program* include:

- Facilitate the discovery of knowledge about one's self and the world in which leaders must operate.
- Gain key insights to identify adaptive challenges and learn how to embrace and apply the change process to teams and organizations.
- Explore options for "finding your signature voice," as the leader in your life and organization, with an increased understanding of organizational culture and behaviors to make ethical decisions associated with managing the enterprise of education.
- Gain perspective of the structure, trends, issues, and opportunities specific to the operation and governance of the Wisconsin Technical College System.
- Increase awareness and skills for working effectively with legislators.

The outcomes of the *Advanced Leadership Development Program* include:

- Gain a working understanding of the importance and dynamics of organizational culture and values.
- Explore and develop an increased understanding of the parameters related to the enterprise of post-secondary education including policy and politics, the art of critical decision making, community involvement, and the motives and motivations that govern individual and organizational behaviors.

- Equip post-secondary leaders with the competence and confidence to be relevant in executive leadership positions with increased responsibility within their organizations.

## Participants

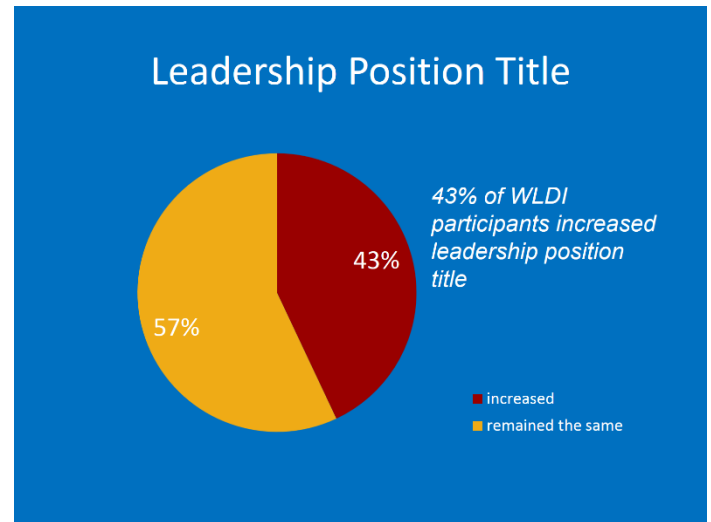
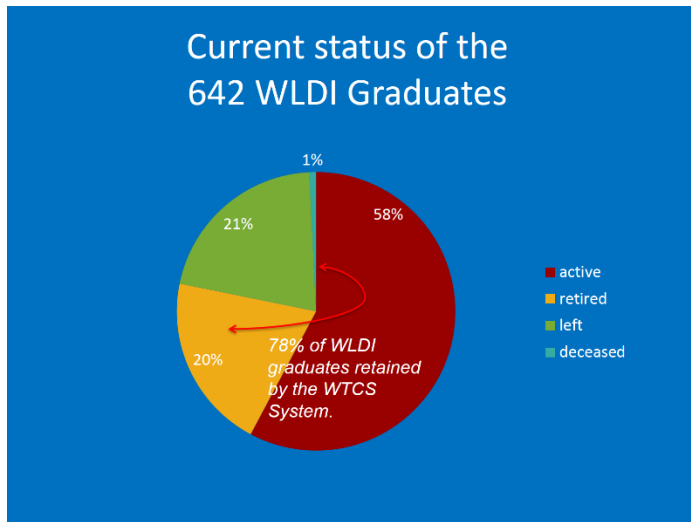
Full-time new leaders, managers, program chairs, and deans, who are nominated by their college attend the WLDI Foundation Academy. To date, approximately 65% of WLDI participants have been female and 88% have been Caucasian. The 9% diverse population includes representation from Native Americans, Asians, African Americans, and Hispanics.

## Success

Data gathered from the 642 WLDI graduates (as of June 2016) related to leadership success is summarized below.

78% of WLDI graduates are retained by the WTCS.

43% of WLDI graduates advanced in position.



WLDI graduates in faculty chair, management, and vice president positions have advanced in leadership roles.

