



Dear Colleagues:

The *ICC Leadership Development Institute* seeks to promote "home-grown" leaders from within the ICC Family. In recognition of your experience with and commitment to the college, we invite you to apply for this unique professional development opportunity. This selective admissions institute is limited to 15 participants. Full-time employees with three or more years of employment at ICC are invited to apply.

The Leadership Institute is a one-year program that includes completion of selected courses offered by the ICC Achievement Center as well as customized monthly workshops and seminars. The goals of the *ICC Leadership Development Institute (LDI)* are as follows:

1. LDI develops employees that communicate effectively; manage time and conflicts professionally; adapt and cope with change; build strong teams; and raise awareness on ethics and values.
2. LDI increases the field of upcoming leaders by providing ICC employees with a structured opportunity to enhance their leadership skills through a program of self-assessment, skill development, and personal and professional growth.
3. LDI fosters a spirit of collaboration and enhances the concept of shared leadership.

The program will consist of nine (9) sessions with the first session being a kick-off foundational and networking meeting. Sessions two through eight will meet once monthly and will consist of a series of professional talks and interactive sessions that will require preparation and follow-through (case studies, individual professional development plans, etc.). During the last session, participants will have dinner with and present before the ICC Board of Trustees and will participate in the institute's graduation ceremony. LDI program graduates will qualify for nine (9) professional development hours. We hope you will find it an opportunity to join in some fun with your ICC colleagues.

If you are interested, please complete and return the attached application via campus mail to Mrs. Liz Edwards, ICC Leadership Development Coordinator, by **March 1, 2010**. ICC will offer this program periodically to expand the leadership potential among our employees and to promote teamwork across the institution. Although we cannot accommodate all applicants with each program, we encourage you to apply as we endeavor to make the institute available to as many eligible applicants as possible.

Membership in the *ICC Leadership Development Institute* will be selected by the ICC Cabinet. Applicants will be notified of their acceptance by April 1, 2010. If you have any questions or suggestions as we implement the institute, please contact Mrs. Liz Edwards.

A handwritten signature in black ink that reads "David C. Cole". The signature is written in a cursive style.

Dr. David C. Cole, President  
Itawamba Community College