The hands-on case studies from the guest CEOs provided a real world context for applying the best examples of leadership and leadership skills.

– Teresa Eckard, 2012 ELP Cohort.
Director of Planning and Engineering, Spokane International Airport

The Emerging Leaders Program unveiled a perspective of my leadership and the mechanics behind my leadership style that I had not been exposed to before.

– Tim Graybeal, 2013 ELP Cohort.
Senior Associate, Integrus Architecture

Past ELP guest speakers include:
- Daniel Mahoney, Former CEO of Renesas Electronics America
- Kevin Parker, Owner of Dutch Bros. Coffee Company
- Liane Pelletier, Former President and CEO of Alaska Communications
- Janet Widmann, President and CEO of Kids Care Dental
- Jeff Adams, CEO of Horizon Credit Union

Applications are due by June 30th of each year for fall cohort. Applicants can find the online application at www.gonzaga.edu/ELP. Please note that applications must include a nomination letter from their employer and a current resume.

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Emerging Leaders Program

Gonzaga University’s Emerging Leaders Program (ELP) gives your company’s high-potential employees the chance to stretch their skills, making them an even more valuable asset to your team. Initiated in 2007, ELP blends professional development education with practical experience that can be measured at your company’s bottom line.

During this ten-month program, each ELP participant undergoes a thorough leadership assessment and attends six full-day courses on relevant leadership topics. At each monthly session, the cohort has the opportunity to learn from guest CEOs, who present real life case studies and offer wisdom in navigating the complex challenges of being a leader. Each participant is matched with a local, established executive who serves as his/her mentor for the duration of the program. Additionally, ELP participants collaborate with direct supervisors to create, or continue working on, a company ‘stretch’ project.

While Gonzaga University is known for excellent leadership programs at the undergraduate, graduate and doctoral level, the ELP grew out of a need for leadership development within the local private sector. By extending training and mentorship opportunities to the Inland Northwest’s up-and-coming corporate leaders, the Emerging Leaders Program boosts promising professionals to develop their self-awareness, confidence, and communication skills as leaders.

Program Features

Leadership Skill Assessment
Each participant completes a 360 assessment involving feedback from the participant’s supervisor, direct reports, and peers, which will identify his/her strengths and challenge areas. Participants additionally complete an Emotional Intelligence (EQ) profile.

Fall Retreat
In October, the cohort attends an interactive overnight retreat that helps them to examine their leadership journey and engage with fellow participants.

Experienced Mentor
Each participant is matched with a respected and trusted member of the community whose career includes leadership responsibility and high performance expectations. Participants are provided with guidance to maximize the interaction with their mentors.

Stretch Project Assignment
Participants complete a strategically aligned initiative at their company that is likely to stretch the participant’s leadership and technical skills. This can be a new or continuing project.

Practical Courses
Six full-day sessions (one Friday per month from December to May) bring the cohort to Gonzaga and other companies for highly interactive discussions. Instructional and mentor sources are carefully selected from the Gonzaga network of faculty, local professional practitioners, and credible affiliates.

Class sessions include scenario analysis and practical strategies for immediate application in these focus areas:

- Self-Leadership & Emotional Intelligence
- Public Speaking
- Interpersonal Communication
- Employee Engagement
- Conflict Resolution
- Organizational Change Management