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 and facilitators include:

- Daniel Mahoney, President and CEO of Renesas Electronics America
- Dr. Thayne McCulloh, President, Gonzaga University
- Liane Pelletier, President and CEO of Alaska Communications Systems
- Phil Baker, CEO, Hecla Mining
- Jeff Adams, CEO, Horizon Credit Union

Nominate an employee for the Emerging Leaders Program

Space is limited, so please submit the following forms to the Program Coordinator as early in the summer as possible:

1. Letter from an executive in the corporation explaining why the individual has been nominated for the program
2. Nominee’s professional resume
3. Letter from nominee stating his/her reasons for wishing to join the program

For details, please contact:

Rachelle Strawther
Emerging Leaders Program Coordinator

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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 2008, ELP blends professional development education with practical experience that can be measured at your company’s bottom line.

During this nine-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, subordinates, 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 led by Dr. Joe Albert that will allow 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
A strategically aligned initiative at your 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 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
- Public Speaking
- Interpersonal Communication
- Employee Engagement
- Productive Conflict Resolution
- Change Management