

R.E.A.C.H.

Results – Excellence – Action – Commitment – High performance

FAQ

What is REACH Leadership? REACH Leadership is a learning experience where you develop as a leader over a 23-month period. The program starts January 20, 2010 with graduation June 16, 2011.

Why is TEIS developing its leaders? TEIS, like many other divisions in Tennessee state government, is facing a combination of growing demands for statewide services and the pending retirement of a number of leaders over the next 3-5 years. TEIS is proactively developing its leaders to address both needs.

Why is the program named REACH Leadership? Jamie Kilpatrick, OEC Director and a task force team of: Lise Earwood, Linda Hartbarger, Margaret Headrick, Teresa McMahan, Ruth Wiseman, Jill Richardson, and Joanna Wade are accountable for the success of the program. While designing, they discussed what was really important for TEIS leaders to represent i.e. **Results, Excellence, Action, Commitment and High performance.**

Who is working with the task force to design and deliver the program? The task team is partnering with Trish Pulley of the Strategic Learning Solutions (SLS) division within the Department of Human Resources to design and deliver the program.

What will I be doing for 23 months? REACH Leadership is three high impact two-day learning Summits held in Nashville, three one-day regional forums where you learn and discuss knowledge and skills in small teams, and a variety of opportunities to develop through reading, webinars and one-on-one coaching. It is an interactive learning experience where you learn from each other and the facilitators.

How many employees will be participating in REACH Leadership? 75 in total, 50 current and 25 emerging leaders.

How do I know if I am a current or emerging leader? Definitions for each can be found in the Participation Guidelines.

Will everyone who wants to participate be able to? All current leaders have a reserved seat in the program. There are 25 seats available for emerging leaders.

What does 100% participation entail?

1. Willingness to practice new leadership skills
2. Openness to receive feedback and coaching
3. Full participation in all activities described in Program-at-a-Glance

Who will select emerging leaders to participate? District Leadership teams will compile and review all emerging leader participant forms and make recommendations to Jamie and his task team who will be the final decision makers in program participation.

If I decide to apply for REACH Leadership, when will I know if I have been selected to participate? Each person submitting a Participation Form will receive an e-mail from Jamie, no later than October 30, 2009.

How can I find out more details? Go to <http://www.tn.gov/dohr/learning/learning.html>, under Leadership Development click TEIS REACH Leadership, there you will find all needed information.

After I review the information on the site, if I have more questions whom can I call? Trish Pulley (615) 741-4126.