

# DeIDOT Leadership Academy Overview

“A true leader is comfortable with not knowing all of the answers to life’s problems. If he/she has the courage to operate with humility, poise, and dedication to his/her followers, the answers will always be within reach.”

– Josh Thomas



# Purpose and Goal

“Don’t wait for someone or something to change your mind. Lead by example. Be the difference.”

– Bryan Behrens

- ▶ Identify future leaders within the department
- ▶ Teach them the leadership skills they need to be successful
- ▶ Further their education about DeIDOT and state government
- ▶ Develop the leadership qualities needed to handle opportunities and challenges
- ▶ Grow within their divisions and the department
- ▶ Establish career-long relationships among members of the cohort



# Course Overview

“No matter how you become a leader, whether it is by moving up the ranks or by short straw, you must accept the responsibility, define your team’s purpose, motivate the players and celebrate the victories.”

– Kevin Canning

- ▶ 5 week course
  - Monday through Thursday
- ▶ Classroom activities (guest speakers and facilitators)
  - Sample course work:

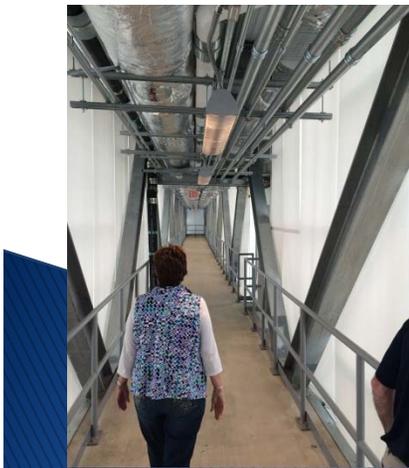
State Government and DeIDOT 101	Leadership Development
Financial Overview	Ethics in Leadership
Creation of the CTP	Value of Inclusion
Performance Management	Team Building
Customer Service	Communication Skills
	Federal Partners



# Course Overview (con't)

“Leadership involves setting the course, communicating that decision and ensuring your team has what it needs to get there.” – Ramon Ceballos

- ▶ Director shadowing
- ▶ Field trips
  - Legislative Hall, Maintenance Yard, Newark Toll Plaza, I-95/US 202 Project, Sign Shop, DTC
- ▶ Community service project
- ▶ Final group project
  - DeIDOT 2040



# The First Class

“Leadership is recognizing that you may not have all the answers. It is having the confidence, courage, and strength to face the challenges, changes, and conflicts when searching for those answers, while remaining true to yourself, to your followers, and to the mission.” – Kim Jefferson

- ▶ Bryan Behrens, Transportation Solutions
- ▶ Kevin Canning, Maintenance & Operations
- ▶ Ramon Ceballos, Technology & Support Services
- ▶ Jenna Frye, Transportation Solutions
- ▶ Kim Jefferson, Finance
- ▶ Cindy King, DMV
- ▶ Belinda Strickland, DTC
- ▶ Josh Thomas, Planning



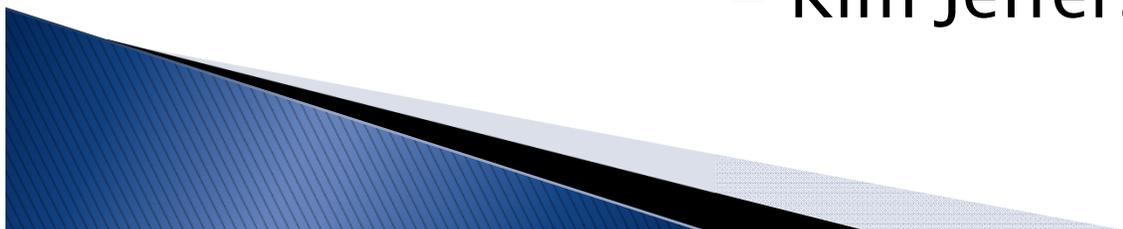
# Feedback from the First Class

“The foundation of leadership is the willingness to make a difference, and to motivate others to do the same, without fear of failure.” – Jenna Frye

- ▶ Overwhelmingly positive
- ▶ Weekly evaluations and final recap

“The 2014 DeIDOT Leadership Academy was a phenomenal experience! Establishing relationships, building trust, intellectual and professional growth, hands-on experiences, and challenging activities – what an amazing journey! This course enhanced our abilities to be “First Class Leaders” in the years to come.”

– Kim Jefferson



# Feedback from the First Class

“Leadership is knowing your people and encouraging them to know themselves.” – Cindy King

“The Leadership Academy has provided me with a more complete view of what good leadership is, and has given me the tools I believe will help me to become a good leader.” – Ramon Ceballos

“The DeIDOT Leadership Academy has helped me gain the confidence in myself that I didn’t know I had. It has helped me understand how all of DeIDOT’s puzzle pieces fit into the TEAM vision, and has encouraged me to pursue opportunities I may not have otherwise considered.” – Jenna Frye



# Future Classes

“In order to become a great leader you must always remember to acknowledge God in all your ways and He will direct your path to greatness!” – Belinda Strickland

- ▶ Website: <http://mydot/committees/leadership/>
- ▶ Application Process
  - Current resume
  - Completed questionnaire
- ▶ Selection by the Division Directors and the Office of the Secretary



# The Next Class

February 23 – March 27

- ▶ Mark Buckalew, Transportation Solutions
- ▶ Melissa Freeman, Finance
- ▶ LaTonya Gilliam, Maintenance & Operations
- ▶ Charles Gourley, DMV
- ▶ Claudy Joinville, Planning
- ▶ Susan Maldonado, Transportation Solutions
- ▶ Shannon Quinonez, Technology & Innovation
- ▶ Candelaria Rivera, DTC
- ▶ Angel Soeprapto, Human Resources



Thank You!

