

The Young Leadership Academy Program (YLA)

Vision Statement

Blacks In Government is a dynamic organization working towards a stronger establishment with empowered members. Through effective leadership training, the Young Leadership Academy will help to provide a 21st century infrastructure and an educated membership to conquer the challenges facing the organization and the public servant today and in the future.

The Academy will focus on identifying, equipping, and training members to produce leaders at various government levels to strengthen both individual and organizational performance. The Academy will provide leadership training and an opportunity for professional development using interactive workshops and seminars on a wide variety of leadership issues. The vision is to provide leadership training that is genuinely empowering, so that the members leave the training not just better educated but better people.

THE YOUNG LEADERSHIP ACADEMY SELECTION CRITERIA

The Young Leadership Academy of Blacks In Government (BIG) is committed to preparing the BIG members for a leadership role at all levels of public service and throughout our BIG organization. The program focuses on helping members acquire the essential skills needed to be competent leaders through a series of intense professional training sessions. The attainment of these skills offers members the opportunity to expand their comprehension of leadership, which can help them advance in their perspective careers. By combining knowledge with experience, the Academy prepares members to function as educated, analytical, and skilled leaders within the organization, their jobs, and the community.

Criteria for Selection

- Must be a financial member of Blacks In Government for two consecutive years
- Must be an active member of Blacks In Government as determined by participation in activities at the chapter, regional and/or national level
- Demonstrated interest in public service and a desire to enhance leadership qualities
- A concern for the welfare of others, demonstrated by past organizational and community activities
- Must have good oral and written communications skills
- Be willing to commit the time and energy necessary to complete the program
- Must have worked in the community or on work assignments that demonstrate team leadership and contribution to organizational change
- Must prepare a two page paper (times new roman, 12 points, single spaced document) providing rationale for why nominee should be selected for the Academy. The paper must address all of the criteria noted above.

Selection Process

Applications will be reviewed by a Selection Team composed of educators from the Graduate School, USDA and BIG leaders, The first level of screening will be done by the Graduate School, USDA educators and the final selection will be done by BIG.

Blacks In Government members will be provided the opportunity to apply for the Academy in September. Those members selected will receive training in the November/December timeframe. Alternates will also be selected for the training.

Program Session Objectives

Team Building

Reflective Peer Coaching for Leaders

Leadership Values and Vision

Leadership Dialogue