



# EXECUTIVE DEVELOPMENT PROGRAM

INDIANA UNIVERSITY

School of Health, Physical Education, and Recreation  
Bloomington

## Two-Year Management Program for Parks & Recreation Professionals

April 10-13, 2011

Indiana University, Bloomington, Indiana

### You Chose to Lead... Now Choose IU EDP!

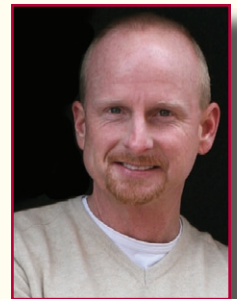
IU EDP is organized around a two year curriculum focusing on leadership and management skill development. To continually offer cutting edge education opportunities, the curriculum is reviewed annually by the IU EDP Board of Trustees who are past program graduates.

- IU EDP is the original Executive Development Program, established in 1967, with a solid commitment to the profession and a reputation for excellence in the field of parks and recreation.
- Instructors with many years of experience in the parks and recreation profession come from all over the country to bring a fresh perspective to participants.
- Class size has a direct impact on learning, so classes are held to a maximum size of 40 people.
- One of the important tenants of IU EDP is the building of lasting relationships among participants. Networking opportunities are a priority.
- Over 1,100 professionals have completed the IU Executive Development Program.

### Kennedy Keynote

Back for a fourth year in a row, John Kennedy once again opens our program with momentum, direction and enthusiasm. From innovation and creativity, to embracing change and transition, John Kennedy covers the top skills needed to be the leader your employees look for every day, every week, every month, every year!

John introduces a brand new topic that will impact efficiency, morale, and teamwork...and to make it even better...it's actually fun! See you in Bloomington!



*The 2010 class included practitioners from: Delaware, Illinois, Indiana, Michigan, Missouri, Ohio, Tennessee, and Virginia.*



### In-Depth Sessions = CEUs

IU EDP sessions are longer than similar programs; most classes are 3.25 hours. Extended classes allow for in-depth discussion and for greater sharing among participants. You'll earn 2.0 CEUs for over 17 hours of professional instruction!



*"My staff found IU EDP to be extremely beneficial. They were able to pick up invaluable information in the classroom as well as conversations with peers and get great ideas. Staff made good connections with other professionals whom they used as resources when they returned home."*

*Jayne Miller  
Huron-Clinton Metroparks*

**For 43 years the Indiana University Executive Development Program has helped park and recreation professionals at all levels build and strengthen the fundamental skills needed to manage and lead in a public and non-profit setting.**

# Out of the Classroom

## Meet. Chat. Repeat.

A variety of out of class opportunities are offered during EDP: evening tour of Brown County State Park, followed by dinner; canoeing, and tours of IU sport facilities and campus cultural sites. These activities provide participants with an opportunity to get to know classmates in a non-structured atmosphere. Informal optional group dinner outings are scheduled for Monday & Tuesday night.

### Resource Room

IU EDP features a resource room which includes brochures, promotional materials, business plans, strategic plans and anything else from participants' agencies. Bring your agency's information to share with others.



### Get Started!

IU EDP kicks off Sunday, April 10 with dinner, the opening keynote and a networking social.

"Meeting others in our industry with the same concerns and successes was a great experience, as well as getting up to speed with social networking."

*Michelle Compton  
Carmel Clay Parks & Recreation*

## You Can't Afford to Not Attend!

**Enjoy:** Learning and networking with fellow professionals in a fun and relaxed environment.

**Learn:** New ways to solve old problems.

**Experience:** A campus that embodies Parks & Recreation.

**Energize:** Yourself and your skills through dynamic speakers who challenge and motivate.

**Share:** Knowledge, ideas, techniques and information that you can apply when you get back to the office.

**Discuss:** Issues and ideas that are 'hot topics' in our field and critical to success in your agency.

**Network:** Out-of-session social and educational activities offer great opportunities to connect with other professionals from around the country.

### Small Budget?

Apply for one of five 50% tuition scholarships. Application deadline is December 15, 2010; contact Julie at 812-856-1068 for scholarship criteria. Also, check with your state association, as many provide scholarships for continuing education.

"The Year One of EDP will be an invaluable tool for me, and a great investment for my organization."

*Paul Williams  
Five Rivers Metroparks*

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## Year 1

### Succession Planning: Finding and Developing Your "HiPo's"

With baby boomers beginning to retire, succession planning is a reality. Finding people who are qualified and prepared to take over key positions can prove to be difficult, and is leaving a gap in upper and middle management. This session is designed to identify high potentials (HiPo's) and implement succession planning by developing an understanding of your current and future job demands, competency needs, and how to build talent pools.

### Transformational Leadership

John Kennedy's experience, passion & dedication to leadership development will be poured into this three hour presentation that is sure to flood your mind with ideas, insights and inspiration. From the difference between leadership and management, to motivation in the workplace; from evaluation to termination; from vision to values, John has prepared a fast-paced and targeted program to force you to decide to shape up or ship out.

### Risky Business: How to Manage It

Risky Business isn't just legal jargon; it is full of real cases that have affected parks and recreation professionals. A panel of park professionals will share and discuss actual cases, the good, the bad and the ugly. Learn how to manage risk in your facilities, parks, and programs. Discussion focuses on preventing accidents and property loss and how to counteract excessive legal claims.

### The Ultimate Programming Portfolio Analysis

This interactive session will explore cutting edge techniques to ensure the programs your agency provides meet budget projections and are priced correctly while also adding value and demand to your bottom line. Students will learn how to adapt these techniques to their own situations and how they can be implemented within their departments.

## New One Day Alumni Option:

Graduates of IU EDP Year 2 can earn .6 CEUs during the 2011 program by attending one day of EDP. Choose either the Monday or Tuesday option for just \$99. Reconnect with EDP by attending a morning and afternoon session, networking with parks and recreation professionals and learning something new! For details contact Julie at [julknapp@indiana.edu](mailto:julknapp@indiana.edu).

## Year 2

### Creating World-Class Teams

Explore how teams function with a focus on conflict resolution and effective communication skills to the importance of mission and the need for diversity.

### Developing Meaningful Partnerships

Most executives struggle with the decision to partner with outside agencies while dealing with the gap between service demands and resources. Outdated techniques and approaches can cause programs and facilities to go out of business. Establishing meaningful partnerships is a way to become outcome focused and avoid duplication of services within your community. Some topics that will be covered include: minimum standards, evaluation, terminations, legal issues and the partnership process.

### Responding to Conflict

Conflict, in one form or another, exists in all work environments. In this session you will be exposed to techniques that will increase your effectiveness in responding to conflict while strengthening your work relationships. At the end of this workshop you will be able to describe where conflict comes from; use a road-map to effectively resolve conflict; and demonstrate conflict resolution skills through practice.

### Selection and Interviewing: "The Last Person Standing Wins!"

Participants will be introduced to competency based interviewing techniques and will walk away with an interviewing style that helps select candidates based on their potential to succeed. The session will include a mock assessment center process in which attendees will participate.

## Social Media & Beyond

Need to get your agency involved with social media? Mastered Facebook, but want to do more? In this combined Year 1 & Year 2 class, participants will break out based on your knowledge and use of social media and technology. We'll join back up to talk about the policies, challenges, implications and benefits of using social media and technology to promote your programs and facilities as well as improve internal and external communication.



# Registration

## Mail/Fax Registration Form

First Year Program     Second Year Program

Alumni - Monday     Alumni - Tuesday    Graduation Year \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Certification:     CPRP     APRP     CTRS    \_\_\_\_\_ Other

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Payment enclosed     Please bill my agency

I require special accommodations or a special menu. Please contact me.

Once your registration is received, you will be sent detailed information. Cancellation of registration must be made in writing to IU EDP by March 1, 2011 to receive a full refund. A processing fee of \$75 will be assessed for cancellations after this date.

## Tuition & Fees

Prior to January 31 - \$430 per person. \$415 each for two or more employees from same agency.

After January 31 - \$450 per person. \$425 each for two or more employees from same agency.

Registration fees include:

- Classroom instruction, reference materials and notebooks
- 2.0 continuing education units
- Break refreshments
- A Sunday social
- Late afternoon facility tours and hikes
- Sunday dinner & Wednesday luncheon

*Lodging and other meals are at the expense of the participant.*

## Register

Mail - IU Executive Development Program  
1025 E. 7th Street HPER 133  
Indiana University  
Bloomington, IN 47405-7109

Fax - 812-855-3998 attn: IU EDP

Make checks Payable to Indiana University Executive Development Program. Register by March 1, 2011.

## Getting to IU EDP



IU EDP is located on the campus of Indiana University in Bloomington, Indiana, just one hour south of Indianapolis. Air transportation is available through the Indianapolis airport, and a shuttlebus service is available from the airport to Bloomington. Call 800-589-6004 for more information.

Classes are in the Indiana Memorial Union Hotel and Conference Center. The Indiana Memorial Union is the heart of the IU campus, conveniently located next to IU attractions and within walking distance to over 20 restaurants and downtown shopping.

## Lodging at Indiana Memorial Union Hotel

Only \$89 per night (single occupancy) for state or municipal government employees. You will be required to show government employee ID at check-in for the reduced rate. Call 800-209-8145 for reservations, and ask for the IU EDP room block. Hotel reservations must be made before March 4, 2011.

IU EDP  
Indiana University  
1025 E 7th Street HPER 133  
Bloomington IN 47405-7109

INDIANA UNIVERSITY



"IU EDP helped me to get to the next level in my position, and gave me the tools to lead my staff to the next level."

Kim Buscemi  
Elk Grove Park  
Districts

