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**Project Leadership Challenge Seeks Applicants**

Project Leadership Challenge is a new leadership development training program designed to train the next generation of leaders who work with people with intellectual and developmental disabilities (IDD) in Texas. Through the statewide program, current and emerging leaders of service provider organizations will acquire the skills necessary to transform their organizations and ultimately improve the services and supports they provide for people with IDD. This year’s graduates will be the first to complete this unique and innovative program. The program is free and the deadline to apply is Friday, March 16, 2020.

The training will be held November 16-19, 2020 with a follow-up conference April 14-15, 2021. Attendance at both training and follow-up conference at TTU Campus in Lubbock is mandatory.

**Background**

Provider organizations that serve people with IDD are experiencing an exodus of leaders due to retirement, and there is not a system in place to develop the next generation of leaders in the IDD field. Also, there is no formal training program for current leaders in the IDD field to learn about innovative methods to transform their organization from the inside-out so it can improve the services it provides. To address these potential leadership gaps, Texas Tech University and The National Leadership Consortium on Developmental Disabilities (NLCDD) at the University of Delaware are coordinating Project Leadership Challenge: Preparing the Next Generation of Leaders Working with Individuals with IDD.

**About Project Leadership Challenge**

Project Leadership Challenge is an intensive leadership development training program for leaders of provider organizations. During the one-year program, teams of four people from multiple organizations will learn how to transform their organization so the people with IDD they serve experience an improved quality of life and increased community inclusion. The program includes training, mentoring, a project, and an end-of-program conference. The program is free (training fee, airfare/mileage, lodging, food, transportation).

**Training:** The program begins on the Texas Tech Campus (Lubbock) with NLCDD’s highly rated four-day training. During the training, participants will learn how to transform services and supports for people with IDD, as well as how to impact their own organization. Participants will learn from each other and leading experts from across the country about how to embrace the shift to individualized, responsive supports for people with disabilities. The program will cover current policies, best practices, evidence-based outcomes, and quality services, all with a focus on improving the lives of people with IDD. Guest speakers and self-advocates from Texas will supplement an agenda already full of compelling workshops and presentations.

Participants will also learn about change-oriented principles and guidelines so they can affect change at the organizational level. Topics covered will include:

* organizational culture,
* empowering others,
* providing immediate feedback and reinforcement,
* reallocating/restructuring resources,
* improving quality, and
* conducting performance-based evaluations.

**The training will be held November 16-19, 2020.**

**Mentors & Projects:** Teams will ultimately develop a plan for organizational change – a project – that they’ll implement over the course of the year. After the training in Lubbock, participants will communicate with a TTU mentor on a monthly basis as they keep their projects on-track and problem-solve potential barriers to organizational change. Communication with the mentor will take place remotely, via phone and/or online. Project outcomes will include:

* participants assessing and building their strengths as leaders,
* exploring new service models,
* managing and sustaining transformational change,
* building a positive organizational culture, and
* developing the next generation of leaders within the organization.

**Conference:** The program will conclude with a two-day conference at Texas Tech where teams will share information about the successes and challenges they experienced while implementing their projects to make lasting change.

**The follow-up conference will be held April 14-15, 2021. Attendance is mandatory.**

**Who Can Apply?**

Project Leadership Challenge is for IDD service providers from across Texas. Organizations’ applications will list a team of four members (Executive Director and three staff). To increase the likelihood of true organizational change, people in executive roles – executive directors, CEOs, etc. – are encouraged to be included as one of the team members, and preference will be given to applications that include executive participation. The other staff members should be either people in other leadership roles or emerging leaders. Five teams will be accepted into the program with 20 individual participants. The program is free.

**Application & More Info**

Participants will be selected through an initial screening process administered by Texas Tech University. The initial screening form is due March 16, 2020.

For more information about Project Leadership Challenge, please contact Pam Lindell at [pamela.j.lindell@ttu.edu](mailto:pamela.j.lindell@ttu.edu) (phone 806-834-2016).

To be considered for this training, complete the attached form.

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|  | *Financial support for Project Leadership Challenge is provided by the Texas Council for Developmental Disabilities, with Federal funds\* made available by the United States Department of Health and Human Services, Administration on Disabilities. \*$150,000 (80%) DD funds; $38,583 (20%) non-federal resources* |

**Initial Application Form**

**Name & Address of the Agency:**

**Will your Executive Director attend the training (circle)? Yes No**

*Preference will be given to agencies whose Executive Directors attend the training.*

**Have you or any of the team members attended or are planning to attend leadership training provided or funded by the Texas Council for Developmental Disabilities (TCDD), or training by the National Leadership Consortium on Developmental Disabilities (University of Delaware)? If yes, describe:**

1. Where?
2. When?
3. Who provided the training?

**Name of the Executive Director (Participant 1):**

Phone:

Email Address:

**Name of the Participant 2:**

Participant’s position:

Phone:

Email Address:

**Name of the Participant 3:**

Participant’s position:

Phone:

Email Address:

**Name of the Participant 4:**

Participant’s position:

Phone:

Email Address:

Comments: