



AIM | INSTITUTE
ITLeadershipAcademy



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Dear IT Leader:

The AIM Institute is pleased to invite you to apply for its **Lincoln IT Leadership Academy**. With three classes having completed the Omaha program, the IT Leadership Academy program has experienced tremendous success. This exclusive program was designed to develop and enhance leadership skills that are essential for **current and upcoming IT Managers**.

Within organizations today, Information Technology (IT) is no longer simply a department. It has transformed into a chief component of a company's key business functions. As a result, it is critical that IT managers possess the business savvy common to most successful leaders in addition to the technical and communications skills unique to the IT industry.

The Lincoln IT Leadership Academy consists of seven sessions designed by local IT professionals representing the AIM Institute, City of Lincoln / Lancaster County, Cornhusker Chapter of AITP, Kidwell Companies, Nebraska Educational Telecommunications, Pickering Creative Group, University of Nebraska and University of Nebraska Technology Park. Each session is held for one full day per month, November 2011 through May 2012. The curriculum includes discussion and activity surrounding Authentic Leadership, Creativity/Innovation, Communication Skills, Strategic Planning, Leading Through Diversity and Organizational Change, Talent Management and Self-Management.

Please apply online or download the Application Packet at www.aiminstitute.org/it-leadership-academy/lincoln.html. Deadline for submissions is September 30, 2011. Participants will be notified of their acceptance into the program by October 14, 2011. Questions should be directed toward Sherry Beglin at 402.345.5025 x148 or sbeglin@aiminstitute.org or Dave Vankat at 402.345.5025 x163 or dvankat@aiminstitute.org.

Sincerely,

Kathleen Berg
Senior Vice President, Corporate Communications and Community Relations
AIM Institute



Lincoln IT Leadership Academy

Mission

To facilitate the development of effective management and leadership skills for IT professionals and maximize their ability to meet the challenges of the ever-changing IT workplace.

Vision

IT managers from companies across Lincoln develop state-of-the-art management and leadership skills yielding a highly engaged and effective IT workforce and unparalleled success in our competitive global marketplace.

Background

Information technology has always been shaped by innovation and continuous change. The pace of this change is accelerating and numerous challenges lie in store for those working in this field. For IT managers, the demands will become more intense due to substantive changes in our workforce.

As a result, IT managers are required to possess a more complete set of both technical and non-technical skills and a full understanding of the business processes forming the context for IT work. What can IT managers do to address these challenges? And how will IT managers respond, especially those who moved up the career ladder but didn't receive leadership and management training?

Organization

The AIM Institute coordinated the Lincoln IT Leadership Academy under the guidance and direction of a volunteer Steering Committee comprised of local IT professionals representing the AIM Institute, City of Lincoln / Lancaster County, Cornhusker Chapter of AITP, Kidwell Companies, Nebraska Educational Telecommunications, Pickering Creative Group, University of Nebraska and University of Nebraska Technology Park.

Program Delivery

Sessions will be held for one full day each month for seven months, beginning in November 2011 and concluding in May 2012. **It is mandatory that applicants attend and fully participate in at least six of the seven sessions to complete the Lincoln IT Leadership Academy. Applicants who do not meet the program requirements will not be eligible to graduate from the program. Absences or early departures from a session will be reported to the applicant's manager.** Participants are also encouraged to attend a 2-hour orientation in October 2011.

Selection Criteria

Applications will be accepted from individuals working in the Lincoln metropolitan area. A selection committee will review all applications and select participants based on the information provided on their application form. Criteria for selection include leadership potential as communicated by sponsoring organization, motivation, ability to identify and meet IT challenges and how knowledge from Lincoln IT Leadership Academy will be used to positively affect the larger IT community. Class size is limited. Applicants will be notified of their selection into the Lincoln IT Leadership Academy by October 14, 2011. Applicants are encouraged to reapply the following year if they are not selected.



Lincoln IT Leadership Academy

Tuition

Tuition to attend the seven-month program, including Orientation, is:

Corporate Participants – Non-AIM Members	\$3,250
Corporate Participants – AIM Members	\$3,000
Educational and Nonprofit Participants	\$2,000

Fees include all materials, assessments, meals, refreshments, speakers, access to unique leadership development activities and ongoing support that will lead to both substantive personal growth and a measurable impact on the sponsoring company.

Participants will also receive complimentary registration to attend the AIM Institute's Infotec conference and AIM's Technology Celebration Banquet and Awards.

Important Dates

Please take note of the following dates to ensure you fully understand the deadlines and structure of the IT Leadership Academy (listed dates are tentative and subject to change).

September 30, 2011	Application Deadline
October 14, 2011	Notification of Selection Deadline
October 27, 2011	Orientation
November 18, 2011	Session 1: Authentic Leadership
December 16, 2011	Session 2: Creativity & Innovation
January 20, 2012	Session 3: Communication Skills
February 17, 2012	Session 4: Strategic Planning
March 16, 2012	Session 5: Leading Through Diversity & Organizational Change
April 17-18, 2012	Infotec 2012
April 17, 2012	2012 Technology Celebration Banquet and Awards
April 20, 2012	Session 6: Talent Management
May 18, 2012	Session 7: Self-Management
May 18, 2012	Graduation and Reception



Curriculum





Sessions

Authentic Leadership

Learn how to be transparent, open and engaged. Learn to lead instead of manage by understanding emerging trends, by providing vision and by honing your interpersonal skills of compassion, encouragement, engagement and trust. You will have the opportunity to take an assessment to gain a comprehensive understanding of your individual strengths. Each subsequent session will offer you insights on how to leverage your strengths to lead more effectively.

Creativity & Innovation

As more businesses recognize the essential role of creativity in the workplace, learn how to create an environment that encourages creativity to increase innovation and promote intrapreneurship. Learn how to change your organization's culture and foster your employees' creativity, all while balancing risk and stability.

Communication Skills

Communication can be found fundamentally in all aspects of leadership. Through this session, learn and walk away with tools and techniques for a variety of communications skills around leadership styles, conflict resolution, facilitation, improving team performance, and more. Also, hear and engage a panel of top local executives about their real world experiences around these and other core leadership fundamentals.

Strategic Planning

Learn about creating a clear vision for IT, marketing IT, measuring success within IT and prioritizing the highest value IT projects. This will be a customer-focused session, teaching IT managers practical applications of how to align business and organization strategies.

Leading Through Diversity and Organizational Change

Today's companies must increasingly accommodate a diverse, global workforce. As a result, employees have unique needs and cultural differences to which managers need to be sensitive. How do you all work together to achieve that common goal? Managers are challenged to maintain performance under what at times are chaotic conditions. The workforce can be resistant and disheartened in maintaining a motivated and productive team under these difficult conditions. On the other hand, Louis Pasteur said it best: "Change favors the prepared mind." This session is designed to help you prepare to serve your staff as an effective Change Leader.

Talent Management

Explore the life cycle of talent management. By providing a comprehensive and genuine interest in your employee's growth and success, you will build their affinity and commitment to your company. Focused learning areas include selection, on boarding, performance expectations, coaching, performance management and legal aspects of the cycle to manage and grow talent effectively. Focus also includes motivating and inspiring teamwork and building high performance teams.

Self-Management

This final session of self-reflection explores qualities of risk-taking, flexibility, self-motivation and placement of team before self. You will learn to say no, manage conflicting priorities, macro-manage instead of micro-manage and balance management versus technical skills. These valuable relationship-building skills will serve as an asset in the office as well as in your personal life.



Application Form

APPLICATION INSTRUCTIONS

There are four ways an individual can apply to be a part of the Lincoln IT Leadership Academy:

1. Complete the online Application Form at www.aiminstitute.org/it-leadership-academy/lincoln.html
2. Print the Application Form and mail a completed copy to AIM Institute, c/o Sherry Beglin, 1905 Harney Street, Suite 700, Omaha, NE 68102.
3. Print the Application Form and fax a completed copy to Sherry Beglin at 402.345.5028
4. Download the Application Form and email a completed copy to Sherry Beglin at sbeglin@aiminstitute.org.

If you have any questions about the Application process, please contact Sherry Beglin at 402.345.5025 x148 or sbeglin@aiminstitute.org or Dave Vankat at 402.345.5025 x163 or dvankat@aiminstitute.org.

Both the applicant and the applicant's employer/manager (if applicable) must sign the Application Form. A letter of recommendation submitted by the applicant's manager attesting to the applicant's skills and potential is also required.

Completed Application Forms must be submitted/received by the AIM Institute no later than September 30, 2011.

SELECTION CRITERIA

Applications will be accepted from individuals working in the Lincoln metropolitan area. **Applicants will be notified of their acceptance into the IT Leadership Academy by October 14, 2011.**

A Selection Committee will review all applications and select participants based on the information provided on their Application Form. Criteria for selection include leadership potential as communicated by sponsoring organization, motivation, ability to identify and meet IT challenges and how knowledge from Lincoln IT Leadership Academy will be used to positively affect the larger IT community.

The Selection Committee consists of local IT professionals representing the AIM Institute, City of Lincoln / Lancaster County, Cornhusker Chapter of AITP, Kidwell Companies, Nebraska Educational Telecommunications, Pickering Creative Group, University of Nebraska and University of Nebraska Technology Park.

Class size is limited. Applicants are encouraged to reapply the following year if they are not selected.



Application Form

CONTACT INFORMATION		Please type or print in black ink.	
First Name:	M.I.:	Last Name:	
Company:		Title:	
Address:			
City:	State:	Zip Code:	
Phone:	Email:		
QUESTIONS		Please type or print in black ink. Attach additional sheets/files as necessary.	
1.) What are three major challenges you face as an IT leader today?			
2.) In the past decade, how has your role as an IT leader evolved in the workforce?			
3.) List three characteristics that are essential for an IT manager to possess in order to be successful?			
4.) What are you passionate about?			



Application Form

QUESTIONS CONTINUED

Please type or print in black ink.

5.) Where do you see yourself in five years? Why is this important to you? How do you plan to get there?

6.) How will participating in the Lincoln IT Leadership Academy help you achieve your professional goals?

7.) How will participating in the Lincoln IT Leadership Academy positively impact your company? The larger IT community?

LEADERSHIP EXPERIENCE

Please list any organizations in which you have held volunteer, elected or appointed positions. Criteria for selection includes leadership potential as communicated by sponsoring organization, motivation, ability to identify and meet IT challenges and how knowledge from Lincoln IT Leadership Academy will be used to positively affect the larger IT community.

Organization:

Position Held:

Duration:

Responsibilities:

Organization:

Position Held:

Duration:

Responsibilities:

Organization:

Position Held:

Duration:

Responsibilities:



Application Form

COMMUNITY INVOLVEMENT			
Please list any organizations in which you have held volunteer, elected or appointed positions.			
Organization:	Duration:		
Position Held:	Volunteer <input type="checkbox"/>	Elected <input type="checkbox"/>	Appointed <input type="checkbox"/>
Responsibilities:			
Organization:	Duration:		
Position Held:	Volunteer <input type="checkbox"/>	Elected <input type="checkbox"/>	Appointed <input type="checkbox"/>
Responsibilities:			
LETTER OF RECOMMENDATION			
Please attach a letter of recommendation from your manager attesting to your skill and potential.			
Manager's Name:	Title:		
Company:			
Phone:	Email:		
REFERENCES			
Please list two professional references, other than your employer, who we may contact regarding your application.			
Reference's Name:	Title:		
Company:			
Phone:	Email:		
Reference's Name:	Title:		
Company:			
Phone:	Email:		
EMPLOYER/MANAGER APPROVAL			
Please sign and have your employer/manager sign this form (if applicable). I have obtained approval from my employer/manager (if applicable) to participate in the Lincoln IT Leadership Academy. All parties involved understand the time and financial commitment required for completion of the program.			
Applicant Signature:	Employer/Manager Signature:		
Company:	Company:		
Title:	Title:		
Date:	Date:		



About the AIM Institute

Mission

To empower communities, organizations and individuals through information technology.

About AIM

We are an IT membership organization that connects business, community and entrepreneurial leaders to innovative ideas, technologies, jobs and educational opportunities.

History

In 1992, 15 corporations pledged sponsorship commitments to form the AIM Institute. These founders, strongly motivated by a desire to foster economic development in the region, saw IT as key to growth and recognized continuing education as essential to technology leadership. While expecting direct benefits to eventually accrue, civic commitment inspired their successful incubation and nurturing of AIM.

Today, AIM has more than 175 business, government, education and community members, each of whom remains committed to AIM's core values – 1.) Providing Leadership in Information Technology; 2.) Connecting People with Careers; 3.) Building a Strong Workforce; and, 4.) Empowering Individuals and Organizations with Information Technology.

Providing Leadership in Information Technology

The AIM Institute connects business, education, community and government leaders and provides them with creative IT applications, programs and events. By creating this community of IT professionals, we're able to bring new knowledge to the challenges facing IT in Omaha and the state of Nebraska. With this collection of knowledge and intellect at the table, the AIM Institute, in cooperation with our members and partners, is able to drive solutions that positively impact our workforce and economy. We also recognize and celebrate the achievements and successes of the Omaha and Nebraska IT community.

Connecting People with Careers

The AIM Institute recognizes that Nebraska and the surrounding region must recruit and retain top talent to remain economically successful. To that end, we study and analyze labor availability and workforce development trends to create premier recruitment strategies that meet the needs of local employers. By applying emerging web technologies to workforce recruitment strategies, AIM connects the best people with the right jobs through Careerlink.com, the region's leading career development website.

Careerlink.com also provides career development and educational resources to Nebraska schools and students with a special emphasis on IT jobs.

Building a Strong Workforce

From technical specialists to knowledgeable workers to emerging entrepreneurs, the AIM Institute helps develop a skilled IT workforce necessary to grow and support our local and state economy, now and in the future. Core to our mission is getting young people interested in, aware of and pursuing educational and career opportunities that follow an information technology path. It's our firm belief that building the K–20 pipeline of talent will allow folks to generate economic prosperity through imaginative use of emerging technologies.

Empowering Individuals and Organizations with Information Technology

At the AIM Institute, we believe the creative application of information technology facilitates efficiency within organizations. That's why we developed programs that utilize state-of-the-art IT tools to help our educational and non-profit partners fund, manage and evaluate their programs. With our assistance, they're able to build capacity, empower themselves and realize their full potential. We equip them with the skills necessary to be innovative, build leadership and – ultimately – fulfill their mission.