

TCA EMERGING LEADERS

In December 2010, the Board of Directors of Total Community Action, Inc. adopted the agency's Succession Plan which included the strategic development of identification and selection of high potential employees (Emerging Leaders). This longer-term approach to succession planning focuses on leadership development within the organization, and is incorporated into the agency's strategic planning.

The President/CEO has identified a Succession Planning Team, composed of senior agency leadership and the Board representatives from the Personnel Committee. The TCA strategic development plan is designed to provide a pool of high potential employees (Emerging Leaders) with enhanced developmental experiences. In the identification of the TCA Emerging Leaders the Succession Planning Team must consider that by identifying employees as Emerging Leaders that the agency is committing to:

- Expending significant resources on the enhanced development of the Emerging Leaders- therefore it is important to include only those employees who have a real potential for leadership positions.
- A process that provides every employee with leadership potential with fair and equitable participation.
- A selection process that results in a diverse group of Emerging Leaders.

Application Process

May 3, 2011 – Emerging Leader Applications Released

May 11, 2011 – Emerging Leaders Informational

May 6, 2011 - Interested employees should complete the attached application electronically, **by 2:00pm, Monday, May 16, 2011** to President/CEO of Total Community Action, Inc., thelma.french@tca-nola.org.

May 17-24 – Application Review

May 25, 2011– 2011 TCA Emerging Leaders Cohort Notified

May 19, 2011 – Emerging Leader Orientation