



EXECUTIVE DEVELOPMENT PROGRAM

INDIANA UNIVERSITY

School of Public Health
Bloomington

Two-Year Management Program for Parks or Recreation Professionals

April 14-17, 2024

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 1,700 professionals have completed IU EDP.



The 2023 class included practitioners from: Alabama, Delaware, Georgia, Illinois, Indiana, Kansas, Maryland, Michigan, Minnesota, Missouri, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, Utah & Wisconsin!

In it for the Long Run! An Opportunity to Make a Difference!

Join Phil Gaines as he welcomes the 2024 participants with an opening session that will inspire us to make a difference in the communities that we serve. He will address how we are living in the world of quick fixes, instant gratification, and a focus on today. The opening session will capture the importance of how we, as park and recreation professionals, should focus on making a difference for tomorrow.



"IU EDP has been filled with some of the most valuable material I have experienced at a conference. Along with the material, the relationships formed will help me continue to grow in the field. Absolutely amazing experience!"

*Christopher McConnell, City of Westfield
Parks and Recreation*

Graduates of IU
EDP Year 2 can earn 2.0
CEUs during the 2024 program.
Reconnect with EDP and select
your sessions! For details contact Dr.
Julie Knapp at julknapp@indiana.edu.

For 55 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.

In & Out of the Classroom

Networking

One of IU EDP's Best Resources

A variety of out of class opportunities are offered during EDP: dinner at Brown County State Park, tours of IU sport facilities, and Switchyard Park. 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 and Tuesday nights.



"IU EDP provided a great opportunity to be able to step back and reflect on the work we do daily. It was nice to be able to focus on areas that we often overlook but are vital to the overall mission of what we do and how we do it."

Kevin Noe, West Lafayette Parks and Recreation



Get Started!

IU EDP kicks off Sunday, April 14 with dinner, the opening keynote and a networking social.



IU EDP Benefits

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.

IU EDP Board of Trustees

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Scholarships

Six 50% Tuition Scholarships Available!

Contact Julie at 812-856-1068 for scholarship criteria and application. Deadline is December 16, 2023. Also, check with your state association, as many provide scholarships for continuing education.

"I really found this program to bring insight, reflection and challenged me to rethink how my department operates. All for the good of the "why" of what we do."

Mandy Danler, Lenexa Parks and Recreation

Year 1

Customer Service 2.0: The Customer is Not Always Right! Now What?

Go beyond the standard customer service approaches and look at customer service in a different light. Recognizing the need to stay relevant in an ever-changing world, while focusing on developing a service culture that is true to your mission and core values rather than just “training” employees. Participants will be able to: Identify “disruptive innovations” that have changed the way we deliver park and recreation services. Identify techniques that empower employees to deliver customer service even when the customer is wrong. And ... use customer service to improve business, advocacy and to STAY relevant!

Leading When Promoted From Within

Leadership roles are challenging, especially when you are promoted from within. This leadership session will focus on the unique challenges and opportunities these individuals face, while addressing the impact on relationships with colleagues who are no longer peers, drawing appropriate lines with others, holding others responsible, providing clear discernment on what you can give staff and what they need to do for themselves, understanding influential vs. position power and more.

Shift Keeps Happening

Shift has been happening – and just keeps happening. Economic shifts are dramatic with increased volatility and uncertainty. Demographic shifts have led to more diverse citizenries. Technological shifts make it hard to keep up. Environmental shifts have left few immune to impacts. While these ongoing shifts present us with challenges, do they also present us with an opportunity to revisit what and how we work so our systems become more resilient and stronger for citizens in 2050?

Joint Year 1 & Year 2

Shaping More Livable & Lovable Places

Among the more complex and compelling questions all forms of government are grappling with is how they can shape more livable and loveable places. We like to think about these decisions as ways to improve people’s lives and make things better. But, what has resulted is a society that has increasingly become less healthy, less connected, and where costly car-centric infrastructure has compromised opportunities for investment in services that matter to the collective quality of life - like public parks and open spaces. We will discuss systems that are willing to acknowledge where they’ve been, where they are, and how we can work collectively in intentional and intelligent ways to improve people’s lives while also having a chance to shape more livable and lovable places.

Year 2

Recruitment, Retention & Relevancy: How do we Move from Best Practices to Next Practices?

Creating a successful talent pipeline is no easy task. The ability to attract and retain professionals that are committed to the field is becoming increasingly more challenging. Employment rates, demographic shifts, automation, enhanced technology and societal change impact our hiring practices. This interactive session will address new approaches to recruiting and retaining staff while also addressing the unique opportunities that parks and recreation departments have in building a successful team.

Designing Your Park & Recreation Services to be Inclusive and Welcoming for All

Participants will engage in role-playing exercises that simulate real-life scenarios where inclusiveness and belonging may be challenged or overlooked. Through these exercises, participants can develop a greater understanding of the barriers that marginalized individuals might face and brainstorm strategies to overcome them.

An action list of items that participants can incorporate into their home organizations will be created. This list may include tangible steps, policies, or practices that can enhance inclusiveness and belonging. Participants should leave with a renewed commitment to inclusivity and belonging, armed with practical strategies and a clear action plan to implement positive changes within their organizations.

So You Want to be a Great Parks & Recreation Leader....

Building upon what you learned in the Year 1, this class will focus on what it takes to be a great parks and recreation leader. We will discuss key attributes of great leaders with particular attention on those of parks and recreation leaders. Students will learn and discuss how to be more effective at managing complex issues, delivering services, attracting top talent; and building a great executive team.

You Create the Session!

This is an opportunity for you to call the sessions and be part of the conversations you need to. Using a technique from the Art of Hosting, you’ll host roundtable discussions that allow you to network, learn and share with other attendees, board members and instructors. This will give you the opportunity to interact with many professionals from across the country on subjects important to you, providing you needed resources to navigate change and make improvements. If you’re in need of a solution or inspiration, bring a topic with you to discuss!

Registration

What's Included

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.

Tuition Prior to January 31, 2024

\$515/person \$500/person for two or more from same agency.

Tuition After January 31, 2024

\$550/person \$525/person for two or more from same agency.

Register at www.iuedp.org

You may pay by purchase order, credit card or check.

Register by March 12, 2024.

Once your registration is received, you will be sent detailed information. Cancellation of registration must be made in writing to IU EDP by March 12, 2024 to receive a full refund. A processing fee of \$150 will be assessed for cancellations after this date.

"This is an invaluable development program for any park and recreation professional. The ideas shared in and out of the classroom are empowering and enlightening."

Alana Delaney, Delaware State Parks

Getting to IU EDP

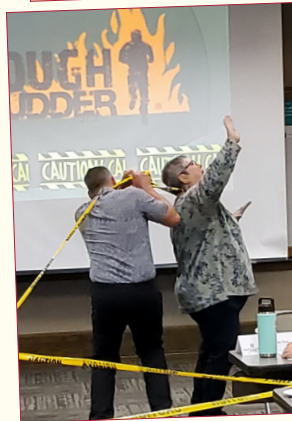
IU EDP is located on the campus of Indiana University in Bloomington, Indiana, just one hour south of Indianapolis. Air transportation is available through the Indianapolis airport, and a shuttle bus service is available from the airport to Bloomington. Call 800-589-6004 for more information.

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.



2.0 CEUs

You'll earn 2.0 CEUs for over 17 hours of professional instruction!



Lodging

Indiana Memorial Union Hotel

Approximately \$98 per night for state or municipal 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 using code EXEC24. Hotel reservations must be made before March 10, 2024.

"IU EDP provided me with great ideas, resources, and community. It made me feel excited to take lessons I learned to implement at my agency. I would highly recommend."

Rhiana Barrero, MetroParks of Butler County (OH)