



EXECUTIVE DEVELOPMENT PROGRAM

INDIANA UNIVERSITY

School of Public Health
Bloomington

Two-Year Management Program for Parks or Recreation Professionals

April 6-9, 2025

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 2024 class included practitioners from: California, Delaware, Florida, Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, New Hampshire, Ohio, Pennsylvania, Tennessee, Texas & Wisconsin!

Inspire Integrity

Join Corey Ciocchetti as he encourages you to chase the truly important things in life such as a solid character, strong personal relationships, and a sense of contentment. These “real rabbits” are compared and contrasted to more fleeting worldly success such as excessive wealth, popularity, and prestige. EDP participants will leave with a better sense of what it takes to develop integrity, set priorities, gain a big-picture perspective, and chase an authentic life. By the end, Corey promises that this will be one of the most powerful and motivational keynotes you have ever heard.



“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 2025 program. Reconnect with EDP and select your sessions! For details contact Dr. Julie Knapp at julknapp@iu.edu.

For 56 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 pickleball at the Crimson Pickle. 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.



Get Started!

IU EDP kicks off Sunday, April 6 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.

Scholarships

Six 50% Tuition Scholarships Available!

Contact Julie at 812-856-1068 for scholarship criteria and application. Deadline is December 16, 2024. 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

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Year 1

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.

AI and Other Technologies

Creating Parks Superpowers: Learn how to elevate your parks and recreation leadership abilities with broadly available technology and AI. We'll explore how technology-focused strategies can enhance decision-making, audience engagement, creative development, and effective communication. This session will equip you with "superpowers" to get more from technology, ensuring your success as a parks leader in the future.

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

Parks & Reonomics[®]

Considered an art and social science, Economics can be an intimidating and difficult subject to comprehend. Principles such as inflation, marginal utility, competition, and others have profound impacts on all of us personally as well as professionally and when we do not understand what they mean, it can lead to confusion and discomfort. Given economic uncertainty, growth demands, and insatiable community expectations, the importance of understanding basic economic principles and the influence they have on the financial conditions and realities in our organizations and communities cannot be overstated.

A collective, profession-wide comprehension of fundamental economic concepts and how to consider and apply them in our work will enable and foster intelligent decision making and help us better consider the consequences of our actions; this is essential if we are to have a financially sustainable future for parks and recreation. And studying economics can be fun too - just you wait and see...

Year 2

Be a Leader You Would Follow

Leadership trainings are abundant, yet we rarely witness effective leaders plying their craft. Why? These trainings tend to focus on buzzwords and abstract theories but ignore the core aspect of leadership – values and character. In this session, participants will explore whether values and character can be taught. For instance, where did you learn to lie or cheat? On the more virtuous end, where did you learn to be kind and thoughtful? This interactive session on leadership begins with a critical question: *Do you have the values and character to make you the type of leader that you would follow?*

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.

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, 2025

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

Tuition After January 31, 2025

\$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 7, 2025.*

Once your registration is received, you will be sent detailed information. Cancellation of registration must be made in writing to IU EDP by March 7, 2025 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 Biddle Hotel

Approximately \$100 per night for state or municipal employees. You will be required to show government employee ID at check-in for the reduced rate.

Call 812-856-6381 for reservations, and ask for the IU EDP room block using code EXEC25. Hotel reservations must be made before March 3, 2025.

"The program's emphasis on collaborative learning created an enriching environment where I could engage with peers from various backgrounds. It challenged me to push beyond my comfort zone, embrace innovation."

Quincy Richardson, City of Orlando (FL)