



Potential Approaches to Participant Selection:

Tips for working the process:

- Engage your leadership team in identifying those employees who are serving in critical roles throughout your agency
- Invite input from your people managers as to who are the high potentials, top talent, etc.
- Look for gaps and/or disconnects throughout your agency for missing leadership or future leaders inside divisions and/or units
- Collaborate with your team about who the leaders are that need to start modeling these core competencies

Possible Options for selecting participants:

1. Focus on TGEI and TGMI alumni for the first participants selected into the LEAD pipeline in order to first get all of the alumni skilled and demonstrating the core competencies necessary for Tennessee leaders and then feed the pipeline with high potentials and emerging leaders throughout your agency
2. Provide your high potential employees, emerging leaders throughout your organization with the immediate opportunity to equip themselves for immediate leadership needs and responsibilities
3. Based on the number of allotted slots given to your agency, split the seats between TGEI and TGMI alumni and high potential, emerging leaders therefore creating a combination of both groups
4. If everything is equal among those who are interested or asked to apply inside your agency, then establish a drawing and announce the ones selected by random drawing.