

East Central Indiana Talent Collaborative

Investing Today in Tomorrow's Talent

July 2021 Update

Dear ECITC Partner,

Despite being the month of summer vacations, July has been one busy month for the Talent Collaborative. We now have mission and vision statements; we met together (in person!) for our first-ever regional meet-up; and the region is making progress on the READI grant proposal. Read on for more details!

First time here?

We continue to make new friends and add contacts to the distribution list. To help bring everyone up-to-speed, click the image below for an overview presentation on the ECI Talent Collaborative. (Hint: Each slide has notes for more explanation.)



Long story short, there is a place for everyone! To get connected, contact [Caitlin Fleenor](#).

Drumroll, please...

The Talent Collaborative Guiding Team has met regularly to build relationships and chart a long-term course for our work together. With the help of Lauralee and Caitlin from [Stratavize Consulting](#), the team has established the following mission, vision, and tagline.

Vision
What do we
want to be?

East Central Indiana is the region of choice
built on trust and support.

Mission
What will we do?

Accelerate the profitability of East Central
Indiana by elevating investment in education
and talent.

Tagline
Short & sweet

“Investing Today in Tomorrow’s Talent”

Regional Meet-Up: So nice to meet you!

The Talent Collaborative’s first in-person regional “meet-up” drew more than 60 people to the Ball State Alumni Center on July 21. Attendees included educators, economic development professionals, elected officials, and backbone organizations.



“New collaboration, not new programs”

The keynote featured John Burnett, President and CEO of the nationally-recognized Community Education Coalition of Columbus, Indiana and co-founder of CivicLab. John shared the CivicLab’s collaboration model and gave many examples of how it has been used in communities across the state.

[View John’s slides here.](#)

John emphasized key pieces of advice for our region:

- ▶ **Create new relationships and networks, not new programs.** We have many programs, but too often, they focus on symptoms rather than address systems-level issues.
- ▶ **Accomplish outcomes with stakeholders, not to or for them.** No matter the issue, every step of the process should include the voices,

beliefs, and lived experiences of those who are most impacted by the issue.

- ▶ **Start small, but dream big.** Identify one or two issues to address at a time, not all of them.
- ▶ **Make your work visible.** Always ask, “How can we help people ‘see’ the current state of the system?” Maps, charts, and graphics go a long way toward creating shared understanding.
- ▶ **It all takes time.** We’re talking years, not days. By investing a bit of extra time to develop networks of relationships and trust, we can amplify our current work and have lasting, systems-level impact.

Did someone say “fun”?

Let’s be honest. We have some pretty serious challenges in East Central Indiana. We need levity and creativity to keep us going! To get those juices flowing, Lauralee led us through some serious(ly fun) Lego play.



Great minds think...together

All aspects of the meet-up were designed to spur new connections and ways of thinking. Attendees spent time with colleagues from other counties to identify our region’s most pressing challenges in birth-5, K-8, high school, and adult/higher education. Then, each group chose two or three issues that could be tackled more effectively as a region. The exercise produced rich discussions in all groups.

Remarked one participant, “We cannot do this work alone. And the people we can do it with were in this room!”

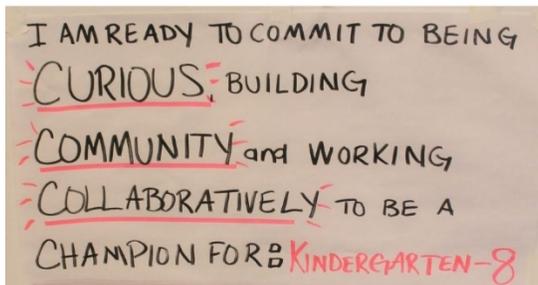


Next steps

Dozens of attendees volunteered to help establish the Talent Collaborative’s regional coalitions, which will launch in August 2021. Ball State has extended its contract with Stratavize Consulting so Lauralee and Caitlin can guide the regional coalitions in developing plans for collaboration.

Call to Action:

The great work from the meet-up will be shared in the coming weeks. If you are ready to commit to being **curious**, building **community**, and working **collaboratively** to be a champion for education and development, contact [Caitlin Flenor](#) to get connected.



Where are we on READI?

Seven counties elected to participate in the East Central Indiana [READI](#) proposal process, facilitated by TAYLOR SEIFKER WILLIAMS Design Group. Together, Blackford, Delaware, Grant, Henry, Jay, Randolph, and Wayne counties will create a regional development plan to submit for up to \$50 million in funding from the state of Indiana.

The region has assembled a READI Governing Body with two members from each participating county. In just a few short weeks, this group gained consensus around the following priorities:

- ▶ We will attract and establish the region as a destination and a place where people want to live, work and play.
- ▶ We want to build pride and empowerment among East Central Indiana residents and diversify our population.
- ▶ We will convene our region's leaders, businesses, education providers and nonprofits to pursue a brighter economic future through **equitable talent attraction, talent development, and talent connection strategies** (sound familiar?)

In late July, project manager Katie Clark facilitated multiple stakeholder meetings to explain the proposal process and gain insights from participants. You can view one of these sessions here.



The Call for Projects closed today and the Governing Body will score submissions through early August. A final plan will be submitted to IEDC on August 31.

Call to Action:

If you have questions about the READI process, contact [Katie Clark](#), TAYLOR SIEFKER WILLIAMS Design Group.

News to Use

Training Resources through Shafer Leadership





Eastern Indiana Works, in partnership with Shafer Leadership Academy, sponsors training sessions as a free service to the region. Register for the following free sessions at shaferleadership.com/eiw.

Career Workshop: Career Changing: Making that Pivot
August 3, 10-11:30 am, Virtual via Zoom

- ▶ Understand how to best assess and reflect upon change in your career journey.
- ▶ Learn strategies to confidently move forward as you pivot.

Leadership Workshop: Everyone Communicates, Few Connect

August 11, 2-3:30 pm, In-person at the [Innovation Connector](#)

It is a common misconception that certain people are born with the ability to connect with people. The truth is that anyone can learn how to make every communication an opportunity for a powerful connection.

Employer Workshop: Examining our Own Unspoken (Hidden) Rules for Employers

Tuesday, August 10, 11:30-1 pm, In-person at the [Innovation Connector](#)

Learn how sharing our hidden rules can improve communication, relationships and outcomes.

- ▶ Gain language to talk about what may be considered “common sense.”
- ▶ Understand your own hidden rules and how they help or hinder you.

Statewide Data Dashboard

The Indiana Governor’s Workforce Cabinet seeks your help in the development of a statewide data dashboard that spans Pre-K through career. The dashboard will contain a variety of metrics that have been identified as crucial to an individual’s personal prosperity and well-being.

The Cabinet is seeking information from a variety of stakeholders to assist in the determination of metrics, dashboard design, and utilization. Please take the 15-minute survey available [here](#) by Friday, August 6th. Questions? Contact SRourke@gov.IN.gov.

Do you have news to share?

Share your good work related to talent attraction, talent development, and talent connection. Send details and photos to [Erin Moore](#) for an upcoming update.

Delaina Boyd and Erin Moore

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