Creating a Culture of Leadership at Alliance

At Alliance, we encourage all levels of our staff to grow professionally and flex their leadership potential. We believe that when empowered to think like leaders and take ownership of challenges, employees become more inspired and innovative. Alliance’s Organizational Development and Learning Department has created the Leadership Development Academy to provide opportunities for learning and growth. One of the basic tenets of this program is that we all have the capacity to lead. The academy consists of growth opportunities for staff at various points of their career paths.

The Aspiring Leaders Program is designed for highly motivated individual contributors interested in taking their professional development to the next level. The year-long program focuses on doing a self-assessment of one’s skills and abilities while working in one’s current role and responsibilities, and is an opportunity for growth, increased self-awareness and reflection. ALP graduates earn a LEAD (Leadership Exploration and Development) certification and are equipped with the essential knowledge and skills needed to lead.

The Emerging Leaders Program is geared to developing the leadership skills of mid-level managers and supervisors at Alliance. It provides opportunities for classroom and online training, self-assessment and experiential learning, and helps strengthen leadership competencies. The Emerging Leaders curriculum is designed to provide a firm foundation in leadership best practices, foster a culture of collaboration and create shared experiences across our organization.

Alliance’s annual Leader to Leader Conference is a learning opportunity designed to promote collaboration between all levels of Alliance leadership. The conference highlights insight that may allow leaders to better exhibit, communicate and integrate Alliance’s core values across the organization.

The Peer Advisory Leader (PAL) and Peer Success Coach (PSC) programs encourage employees share their knowledge and experience with one another. The PAL program pairs the newest employees with more experienced employees for advice, guidance and mentoring, which includes coaching, sharing perspectives, and transferring knowledge and wisdom. The PSC program matches employees with specific existing competencies with other employees who are trying to master those skills.

“Leaders are on every level, not just at the top. It’s not about title, it’s about what they hold you accountable for.”
—Lynn McKoy
Power Analyst; ALP Program Graduate