



VML Insurance Programs ([VMLIP](#)) is being recognized with the 2016 AGRiP Award for Excellence in Performance, for their innovative *Leadership Development Program*.

This Award recognizes a creative idea, approach, or program that enhances the goals and purposes of intergovernmental pooling. VMLIP's work to prepare up-and-coming pool leaders is a great example of the kind of effort AGRiP had in mind for this Award.

VMLIP's *Leadership Development Program* was created in 2013 to address succession planning challenges common in today's business environment. The *Leadership Development Program* provides VMLIP staff with education about all aspects of public entity pool operations and focuses on developing four core leadership competencies – Communication Skills, Critical Thinking, Diversity Awareness, and Intelligence.

From the first leadership class of six students, who graduated in December 2013, one has been promoted to a director position, another has been promoted to a supervisor level and a third was promoted to a senior level position. VMLIP program participants expressed their favorite aspects of the program, including attending a VMLIP Board meeting, following legislative bills, developing a mock strategic plan and training about how to improve their communication and presentation techniques.

Does this kind of leadership development program sound useful to implement in your pool? VMLIP will share program content outlines, implementation suggestions, and lessons learned with other AGRiP member pools. For more information – or to congratulate VMLIP on receiving the Award for Excellence in Performance – email tstevens@vmlins.org. And, please join us at the 2016 Governance & Leadership Conference in Nashville, TN where we will present VMLIP with their Award on March 7.