



## Leadership Development Cohort

Deeb Paul Kitchen, Ed.D.  
Program Developer and Leader

### Project Management Activities

The project management phase of the Leadership Development Cohort Program is designed to provide cohort members a meaningful experience in leading cross departmental projects or in leading a major phase in one of the FCPS Strategic Goal Projects.

This phase is also designed to provide resources to address the needs of the central departments that may not otherwise be available. This work will provide cohort members additional opportunities to work collaboratively "across departments" and to continue the development and refinement of their leadership and project management skills.

#### Types of Projects:

##### **FCPS strategic Goal Projects - Student Achievement Goals and Critical Operational Projects –**

*While cohort members will not necessarily lead one of these projects, it is MOST IMPORTANT that they lead a phase or a related activity that enables them to further their project management skills.*

##### **Other Division Wide Projects –**

*Cohort members can provide the resources to address other division wide strategic, as well as tactical, needs that may not otherwise be addressed with the current priority being given to the strategic projects.*

##### **Cross Departmental Projects –**

*These projects must involve two or more departments. The projects can be designed to address mutual needs between departments. These projects may also provide an opportunity address and resolve issues that may exist between departments.*

#### **Project Champions and Sponsors:**

FCPS Strategic Goals Projects: All cohort project work designed to support any phase of the strategic goals project will remain under the purview The Project Management Oversight Committee. Other Division Wide and Cross Departmental Projects: Generally, the associated Leadership Team members will serve as the Project Champions and associated directors will serve as the Project Sponsors.

#### **Time Frame – July 2008 through January 2009:**

The projects should be identified and cohort assignments completed by the end of June 2008. The project work will continue through January 2009 when the cohort program closes. A determination will be made at that time on cohort members' continued participation on the project. While it is realistic to expect that the time to fully complete a project will extend beyond the close of this cohort, every effort will be made to identify distinct phases of the projects that can be completed by the end of this cohort program.