

Compass Management & Leadership Development

What is Compass?

Compass is a learning & development program for Alaska Native employees who demonstrate management capabilities and leadership as evidence by going above and beyond what is asked or expect of them.

Compass is a comprehensive course with a focus on key competencies of management in alignment with YKHC's Mission, Vision, Goals, and Napartet Strategy.

How is Compass management training different than new employee orientation, Supervisor Management training or other training opportunities YKHC offers?

Compass is a professional development program focused on providing management specific skill development.

The Compass program is open to new managers and non-managers who are interested in developing critical management knowledge, skills, & abilities.

How can I be considered for the 2019 Compass program?

Instructions for submitting a nomination:

- [Download the nomination form](#) or pick one up from Human Resources
- Complete the required information on the nomination form
- Submit the form, along with all required documents, to compass@ykhc.org

Required Documents

- Completed Nomination Form
- Nominee's Current Resume
- Letter of interest from the nominee. This letter should be written by the nominee and clearly describe the following: interest in the Compass program, professional goals, and why the nominee believes they should be selected for the 2019 cohort.

What are the dates and deadlines for the Compass program?

- Nomination Process & Application Deadline: **June 28, 2019**
- Candidate Selection & Cohort Announcement: **July 25, 2019**
- Compass Orientation begins **August 5, 2019**

All dates are subject to change.

What is the time commitment and expectation of the selected participants?

The Compass program takes place over approximately 12 weeks (with breaks for subsistence activities and holidays) . Compass will begin August 5, 2019 and conclude November 8, 2019. Employees who are selected to participate in Compass will be required to be present for the Compass overview and orientation intensive week beginning August 5, 2019. Employees are expected to maintain their current position, accomplish all expected job duties and tasks, and remain available in their position approximately 75 percent of the time during Compass course weeks.

Compass Management & Leadership Development, cont.

Who is eligible to apply or be nominated for Compass?

YKHC is looking for eligible candidates who show management capabilities, have demonstrated leadership and who often go above and beyond what is asked or expected of them. All YKHC Alaska Native/Native American employees who have met their 90-day probate period (including all of our village clinics, SRCs, and extended campus facilities) can be nominated. Self-nominations are also welcomed.

If I am selected as part of the cohort what will be expected of me?

Candidates who make it past the interview stage, get selected, and agree to participate will:

- Commit to every orientation, classroom, and rotation offered by Compass throughout the length of the program with their immediate supervisor/manager's endorsement.
- Maintain their current job description duties and assignments at approximately 75 percent of the time.
- Communicate weekly and often with immediate supervisor about Compass program expectations, assignments, duties, deadlines, and program intentions/outcomes.
- Participate in all aspects of the Compass program, including the Orientation week, assignments provided or given by the various Compass instructors, and complete all evaluation components in an effort to improve the Compass program for future participants.
- Demonstrate commitment to completion of the program, as well as an additional one-year commitment to continue working for YKHC upon Compass course completion.
- There is no promise of a management position upon completion of Compass. The program will give you additional skills that should give you opportunities to advance- but you will need to apply for positions and go through the routine hiring process, as all applicants must.

Who can I contact with questions or to learn more about Compass?

You can send an email to Compass@ykhc.org, reach out to any of the Vetting & Selection team members, or call Human Resources at ext. 6060.

Who are the 2019 Vetting & Selection Team members?

- Jessica Petersen, Director of Revenue Management: jessica_petersen@ykhc.org, ext. 6856
- Valerie Thomas, Assistant Director of Accounting: valerie_thomas@ykhc.org, ext. 6815
- Robert Houle, Director of Human Resources: robert_houle@ykhc.org, ext. 6059
- Miranda Johansson, Sobering Center Program Manager: miranda_johansson@ykhc.org, ext. 6561
- Jennifer Nixon Misqueu, Compass Facilitator: jennifer_nixon@ykhc.org