

# Casino Del Sol Future Leadership Program

## Program Overview

The Future Leadership Program has been designed for Tribal Members of the Pascua Yaqui Tribe. Selected participants make a one year commitment to the program. An application is submitted, which is then reviewed and screened for program eligibility. If eligible, candidates then sit in an oral interview, before final selection is made.

Once selected, all participants attend an orientation that will cover the program guidelines, reporting guidelines, confidentiality policies, evaluation methods, communication and relationship building skills.

Participants complete rotational and job shadowing learning assignments and participate in all training and development programs while adhering to all Casino Del Sol policies and procedures, and to all departmental standards of performance.

The rotational job shadowing process includes spending two months within an assigned department, rotating every two months for a period of one year. Rotational areas include: Hotel, Sales, Gaming, Finance, Support Services, Marketing and Food & Beverage. Participants will work directly with the Departmental Directors or Managers in each of the assigned areas for two hours a week. The purpose for this rotation is to learn the various aspects of the department. Upon completion of each two month rotation, participants will be assigned a project that will allow applying what was learned.

There is no additional compensation for participating in the program. All participants are classified as full-time Casino Del Sol employees.

Other program benefits:

- Broader spectrum of experience
- Promote personal and professional development
- Exposure to various group dynamics within the organization

Desired program outcomes:

- Develop talent through work experience opportunities
- Align operational objectives to foster a learning organization
- Increase employee commitment and loyalty to the organization
- Grow our own future executives rather than recruiting outside of the organization
- Identification of critical management competencies
- Identification of career pathways
- Identify prospective future leader talent pools