

LeadingAge™ MN
Leadership Academy

2017-2018
Call for Applications



Sponsored by:

h **Healthcare**
SERVICES GROUP

SOLUTIONS • PERFORMANCE • RESULTS

LeadingAge™
Minnesota

The 2017-2018 Leadership Academy

There is a saying about transformational leadership that is attributed to Gandhi: *“Be the change you want to see in the world.”* The spirit of this phrase is that we all lead by example in our organizations.

LeadingAge Minnesota is excited to offer the Leadership Academy – a unique leadership development program designed specifically to cultivate high potential, transformational leaders in the field of aging services.

This 12-month program is a rich and engaging learning experience in which participants engage in a rigorous journey of self reflection, leadership theory, critical skill development and action learning.

2017-2018 Program Highlights

The Leadership Academy engages participants in a coordinated and multifaceted curriculum over twelve months that includes:

- In-person collaborative learning experiences;
- Site visits showcasing visionary leadership and innovation both within and outside the aging services field;
- Mentorship support through personal coaching teams;
- *Leaders in Residence* events – intimate conversations where experienced leaders share their professional and personal leadership stories;
- Individual action learning projects designed to address organizational challenges or opportunities; and
- Self-exploration through assigned readings, exercises and assessments.

Participants should plan on spending 10-15 hours a month engaged in Leadership Academy activities.

The collaborative learning experiences take the form of four, two-day retreats at settings that expose participants to innovative aging services and leadership models as outlined below:

Date	Theme Area	Learning Objectives
May 17-18, 2017 Metro	Authentic Leadership	Explore what it means to be an authentic leader. Examine and clarify your personal values. Identify and leverage your strengths. Use appreciative inquiry to leverage the strengths of others. Clarify your leadership worldview through reflective practice.
August 15-17, 2017 Detroit Lakes	Rethinking Thinking	Learn how emotional intelligence complements left-brain thinking in decision-making, problem solving and leading others. Discover the three brains: the head (intelligence), the heart (passion/emotion), and the gut (intuition). Learn how cognitive biases influence critical thinking. Examine how suspending assumptions and seeking a wide variety of diverse perspectives opens leaders and organizations to new possibilities. Understand the process and benefits of integrative thinking.
November 14-15, 2017 Metro	Inspiring & Motivating Teams	Identify what motivates people at work. Learn how to create and maintain trusting relationships. Discover how a philosophy of team work and collaboration has the power to reshape the workplace. Learn leadership strategies for empowerment, accountability, performance improvement and increasing employee resilience. Examine how the different generations in the workplace are similar and different, and how to best motivate each group.
January 17-18, 2018 Metro	Transformational Leadership	Discuss the changing environment of aging services and the role of adaptive and disruptive organizations. Learn the five discovery skills of an innovator. Gain insight into the role of advocacy and how leaders can influence public policy and impact service delivery in new ways. Explore how to leverage the skills gained in previous sessions to become a transformational leader for the future of aging services.

Benefits

Participating Fellows:

- Learn how leaders become more authentic through clarification of personal strengths, values and their own leadership philosophy.
- Understand what motivates and inspires people at work.
- Discover the ways in which emotional intelligence enhances leadership performance.
- Practice a variety of communication techniques (deep listening, presentations, softball questions, appreciative inquiry, sensemaking) which make leaders great.
- Explore how transformational change occurs, supporting environments of creativity and innovation.
- Discover the secret of building trust at multiple levels—with others, within organizations, and communities at large.
- Learn how intelligence, intuition and passion intersect to improve decision-making and problem-solving.
- Interact with experienced leaders from the aging services community and from respected organizations outside our field.
- Earn an estimated 45 Continuing Education Units (CEUs) for your 2017-2018 participation.
- Enjoy complimentary registration for the participating fellow at the 2018 Institute.

Organization Sponsors:

- Identify and develop potential successors for your organization's leadership team.
- Build the leadership capacity of those new to your organization.
- Develop the leadership skill sets required for our new economy, emerging service delivery practices and evolving consumer preferences.
- Expose high potential leaders to innovative aging services models throughout the state of Minnesota.
- Experience the results of an action learning project specifically tailored to address a challenge or opportunity within your organization.
- Connect with a network of leaders throughout the state who are able to share best practices with one another.
- Develop leadership facilitators who can bring back the concepts learned to their teams for internal training and development within your organization.

Application Deadline: March 3, 2017



Eligibility:

- The program is available to anyone who works for a LeadingAge Minnesota member (care center, housing, home care, adult day services, home and community-based services, business partner), regardless of clinical or managerial experience. It is more important for potential Fellows to demonstrate deep leadership potential within their organizations than it is for them to carry specific job titles.

Tuition:

- A \$1,700 tuition payment (non-refundable and non-transferable) is required from each Fellow's organization upon acceptance. In addition, lodging, travel expenses and some meals may also be paid by each Fellow or the Fellow's organization (the costs incurred vary depending on the locations of the site visits).
- The tuition fee includes the cost of all books, materials, evaluations, assessments, continuing education units (CEUs) and meals during Leadership Academy sessions.

A limited number of tuition scholarships are available through the LeadingAge Minnesota Foundation.

For scholarship information please contact Lori Meyer, LeadingAge Minnesota
Phone: 651.603.3511 Email: lmeyer@leadingagemn.org
or visit the LeadingAge Minnesota website at:
LeadingAgeMN.org/events/leadership-academy/
for a scholarship application.

Thank you to our sponsor for their generous support:



SOLUTIONS ● PERFORMANCE ● RESULTS



Application

1. Applicant Information

Name: _____

Employer: _____

Position/Title: _____

E-mail address: _____

Business Mailing Address: _____

City, State, Zip: _____

Phone: _____

Personal Mailing Address: _____

City, State, Zip: _____

Phone: _____

Preferred Mailing Address (check one): Business Home

2. Summary of Qualifications

2.1 Include a resume that includes: names of organizations, dates of service and your responsibilities; educational background; and other pertinent information.

2.2 Provide a brief description of your experience in aging services and your current position.

2.3 What other organizations/activities are you involved in that would help describe you and/or your leadership potential?

2.4 Do you intend on remaining employed with an LeadingAge Minnesota member for the duration of the LeadingAge Minnesota Leadership Academy? (Affiliation with a non-LeadingAge Minnesota member could result in removal from the program.)

3. Leadership Essay

Submit your personal leadership essay using the following points as headers. Please make sure you provide enough information to give the selection committee insight into your history and desire to be part of this program. One or two sentence answers to the following questions are not recommended.

1. Describe the attributes that shape your personal and professional leadership style and provide a specific example of your leadership and how it impacts your organization.
2. Describe the perspective and knowledge you hope to acquire as a result of your participation in the LeadingAge Minnesota Leadership Academy and how these insights will enable you to become a transformational leader.
3. Describe your personal commitment to the aging services field and how you envision using your Leadership Academy experience to enhance aging services within your organization, your community and at the people you serve.

4. Statements of Commitment

All applications must include signed Statements of Commitment (below) from the applicant and their sponsoring organization*.

*** Please Note:** *The Statement of Commitment must be signed by the President, CEO, Executive Director or Administrator (where appropriate) of the applicant's organization. If the applicant is the highest ranking executive officer, the organization's board chair should sign the letter.*

Applicant Statement of Commitment

If selected, the applicant agrees to:

- Attend each of the four two-day sessions -- no exceptions unless a letter is written by the sponsoring organization to the LeadingAge Minnesota Leadership Academy.
- Complete assignments to enhance the understanding and application of the content areas.
- Connect monthly with the LeadingAge Minnesota Leadership Academy coaches to discuss assignments, on-going development of action learning projects, and further explore learning concepts.
- Meet with sponsor after each session to identify opportunities to bring learning back to their organization.
- Remain employed with a LeadingAge Minnesota member for the duration of the program.

Signed: _____

Applicant

Sponsoring Organization's Statement of Commitment

If selected, the sponsor agrees to:

- Provide tuition, travel and lodging costs associated with the program (unless paid by the participant).
- Allow adequate time for the completion of assignments that will enhance the understanding and application of the content areas of each session.
- Allow the participant sufficient time to connect with his or her coach and actively participate in distance learning activities.
- Support a structure to share information with the participant's organization after each learning session.

Signed: _____

Sponsor

4. Letters of Reference

Applicants are required to obtain two letters of reference and may include references from residents/tenants and/or their families. We suggest approaching selected references early in the process to ensure they are completed prior to the March 3, 2017 deadline.

Submission Deadline

The five elements of the application packet and must be sent electronically or must be postmarked by 5 p.m. on March 3, 2017 to:

LeadingAge Minnesota
Attn: Leadership Academy Review Committee/Barbara Landeen
2550 University Avenue West, Suite 350 South
St. Paul, MN 55114-1900
Fax: 651.645.0002
Email: blandeen@leadingagemn.org

Applicants will receive confirmation that their application was received. Applications that fail to meet all guidelines or are incomplete cannot be considered for review.

Applicants will receive notification of their acceptance status by April 7, 2017.

Evaluation Criteria

All application submissions will be reviewed to ultimately assemble a class of Fellows diverse in life experience, leadership roles, geography, type of organization, and other unique characteristics. A committee of LeadingAge Minnesota member leaders and association staff will evaluate applications using the following criteria:

- How well defined, insightful and introspective is the leadership essay?
- To what extent does the applicant possess the capacity to become a transformational leader?
- How well does the applicant demonstrate a personal commitment to the field of aging services?
- How well does the applicant demonstrate a dedication to life-long learning?

Questions?

Contact Barbara Landeen, LeadingAge Minnesota
Phone: 651.603.3522 Email: blandeenr@leadingagemn.org



**Leadership lessons from Twins
President Dave St. Peter at Target Field**



**Leadership team at 3M share thoughts
on creating a culture of innovation**



Class of 2016 Leadership Academy

LeadingAge™
Minnesota

Over 1,000 members proudly working together
to transform and enhance the experience of aging.

2550 University Avenue West, Suite 350 South
St. Paul, MN 55114-1900
651.645.4545 • 800.462.5368 • 651.645.0002
LeadingAgeMN.org