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## Leadership Academy

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

This 8-month program is a rich and collaborative learning experience, engaging participants in a rigorous journey of self reflection, leadership theory, critical skill development and action learning.

### Program Highlights

- In-person collaborative learning experiences
- Mentorship support through personal coaching teams
- Leaders in Residence events
- Individual action learning projects

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

Date	Theme Area	Learning Objectives
May 13-14, 2020 Metro	Authentic Leadership	Explore what it means to be an authentic leader. Examine and clarify your personal values. Identify and leverage your strengths.
August 4, 5, 6, 2020 Detroit Lakes	Rethinking Thinking	Learn how emotional intelligence complements left-brain thinking in decision-making, problem-solving and leading others.
September 23-24, 2020 Metro	Inspiring & Motivating Teams	Identify what motivates people at work. Learn how to create and maintain trusting relationships.
December 9-10, 2020 Metro	Transformational Leadership	Discuss the changing environment of aging services and the role of The Leader. Explore how to leverage the skills gained in previous sessions to become a transformational leader for the future of aging services.

### 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, corporate/management office, business partner), regardless of supervisory or managerial experience. Applicants should have a minimum two years' experience in the aging services field. 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 \$1,900 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.  
Visit [LeadingAgeMN.org/events/leadership-academy/](http://LeadingAgeMN.org/events/leadership-academy/) for a scholarship application.

### Application:

Apply at [www.LeadingAgeMN.org/events/leadership-academy](http://www.LeadingAgeMN.org/events/leadership-academy) by March 2, 2020. Application includes summary of qualifications, Leadership essay, two letters of reference, signed statement of commitment by applicant and organization.

# 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) which make leaders great.
- Explore how transformational change occurs, supporting environments of creativity and innovation.
- Discover skills to build 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 2020 participation.
- Participating Fellows enjoy complimentary registration at the 2021 Institute & Expo.

## Organization Sponsors:

- Identify and develop potential successors for your organization's leadership team.
- Build the leadership capacity of the people within 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 Minnesota.
- Experience the results of an action learning project specifically tailored to address a challenge or opportunity within your organization.
- Develop leaders who can bring back the concepts learned to their teams for internal training and development within your organization.

## Submission Deadline

Application must be completed online by March 2, 2020.

Applicants will receive notification of their acceptance status by April 3, 2020.

## Evaluation Criteria

Class size is limited. 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?

## Questions?

Contact Barbara Landeen, LeadingAge Minnesota

Phone: 651.603.3522 Email: [blandeen@leadingagemn.org](mailto:blandeen@leadingagemn.org)

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**Application Deadline: March 2, 2020**

Celebrating 10 years and 300 graduates  
of this prestigious program!



*LeadingAge*<sup>®</sup>  
Minnesota

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

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