

A decorative green vine graphic with leaves and berries, curving across the middle of the page.

# **2026 Call for Applications**

# 2026 Program Schedule\*

2026 Leadership Academy sponsored by



## Leadership Academy

Leadership Academy is a nine-month, cohort-based program that delivers high-impact, mission-aligned leadership development for emerging and mid-level leaders in aging services. Through leadership curriculum, coaching, experiential learning, and personal reflection, participants build the confidence, skills, and mindset to lead teams, support staff, and deliver exceptional care. Graduates leave more capable, more self-assured, and better prepared to lead with purpose.



**Session #1: Authentic Leadership • May 20-21**  
*(In person, metro location)*

*Explore what it means to be an authentic leader. Examine and clarify your personal values. Identify and leverage your strengths.*

**Session #1A: Leading Effective Improvement Projects June 8**  
*(virtual half-day)*

*Discover the elements of effective project improvement projects. Gain tools to lead initiatives. Begin to identify and develop your individual Action Learning Project.*

**Session #2: Rethinking Thinking • July 29-30**  
*(in-person, Alexandria; requires travel and overnight stay for most participants)*

*Learn how emotional intelligence complements critical thinking in decision-making, problem-solving, and leading others. Discover multiple ways to think about and address challenges and opportunities.*

**Session #3: Leading People and Teams • Sept. 23-24**  
*(In person, Maple Plain)*

*Identify what motivates people. Learn how to create and maintain trusting relationships. Learn how to delegate effectively. Gain skills in having difficult conversations and dealing with conflict. Prepare to lead with confidence.*

**Session #4: Leading Change and Innovation • Nov. 18-19**  
*(In person, Plymouth)*

*Discuss the changing environment of aging services and the role of the leader. Examine the key traits of an innovative leader. Explore how to leverage the skills gained in previous sessions to become a transformational leader for the future of aging services.*

*\*Please note, dates and locations are subject to change.*

*Participants should expect to spend 10-15 hours a month engaged in Leadership Academy activities, in addition to in-class workshops.*

## Benefits

### Participating Leaders report meaningful development in:

- **Leadership confidence** and self-assured decision-making
- **Ability to navigate difficult conversations** and address conflict
- **Coaching skills** – shifting from fixing problems to empowering staff
- **Self-awareness and alignment** with personal leadership values
- **Authentic leadership** and boundary-setting

### Organization Sponsors benefit from:

- **Stronger leadership capacity** – Graduates return ready for greater responsibility and higher-level contribution.
- **Improved team dynamics** – Leaders communicate clearly, address conflict early, and support staff more effectively.
- **Immediate organizational impact** – Action Learning Projects produce tangible, measurable improvements.
- **Higher retention and engagement** – Confident, values-driven leaders create stronger, more stable teams.

## Eligibility and Application

Leadership Academy is available to emerging and established leaders regardless of position, title, or supervisory/management experience. It is ideal for professionals supervising people or processes, individuals preparing for expanded leadership roles, and team members committed to growth, reflection, and service. No formal leadership title required – just a desire to lead with integrity, authenticity, and impact. We recommend participants have a minimum two years' experience in the aging services field.

A brief application is required, including a letter of recommendation and a statement of commitment signed by both the applicant and their organizational leadership.

*"I feel so much more prepared to take on a bigger role in my organization, much more confident."*

## DEADLINE AND SELECTION

**Application Deadline is Monday, March 9, 2026.**

Applicants will be notified of participation status by March 27, 2026.

## Fees and Expenses

\$2,150 tuition payment is required with program registration. The fee is non-refundable and non-transferable. Tuition includes the cost of materials, evaluations, assessments, continuing education units, and some meals for in-person sessions. Participants are responsible for travel and hotel costs.

## Scholarship Financial Assistance Available

Limited scholarship funding is available through the LeadingAge Minnesota Foundation to cover partial or full tuition based on financial need. Application required.

For more information contact Barbara Landeen, program facilitator at [blandeen@leadingagemn.org](mailto:blandeen@leadingagemn.org).

*"Since Leadership Academy, my leaders say I am more professional and pragmatic. My team uses the words 'inspiring' and 'supportive' to describe me."*

**Leadership Academy is a profoundly impactful experience that is shaping stronger, more confident, and more compassionate leaders across the aging services field.**

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