

2017 Road Map

Building Experienced Leaders for Tomorrow's Future

Program Vision

The vision of the Leadership Academy is to create a generation of authentic, open-minded and transformational leaders who will work collaboratively and innovatively to create the future of aging services.

Program Overview

LeadingAge Nebraska's Leadership Academy is a program designed for up-and-coming non-profit leaders in aging services. Over the course of the 8-month program, participants will actively explore best practices of leadership, analyze their own leadership style, discuss learning and problem solving approaches, and experience the synergies that result from gathering a group of high-performing individuals. The program is designed to challenge, inspire, and motivate in a highly interactive, discussion-based format that encourages critical thinking.

In addition to cultivating leadership skills, the program will allow participants to create lasting relationships with others in the aging services field, through small-group learning and interaction with Nebraska experts in various sectors of aging services.

Program Curriculum

The Leadership Academy curriculum will delve into the core principles of leadership, leadership knowledge needed to lead an organization and innovation. The program emphasizes self-awareness and relationship-building through a variety of education methodologies to:

- Explore different dimensions of leadership
- Discover innovative organizations, diverse perspectives and a range of leadership styles
- Enhance leadership skills and core competencies
- Influence change and advance innovation

Within these key principles, specific topics will include:

Mission vs. Margin
Ethical Considerations
Regulatory & Legislative Updates
Understanding Financials & Budgeting
Mentoring & Motivating Others

Setting an Example & Staying Inspired
Aging Services Trends: Current & Future
Facilitating Difficult Conversations
Strength Finders/Personality Testing

Leadership Theory

To establish a foundation of leadership knowledge from which you can use to enhance your leadership skills and core competencies, the program includes a mix of readings that tie into the specific leadership theories being explored:

- *Primal Leadership* by Daniel Goleman, Richard Boyatzis and Annie McKee
- *Switch* by Chip and Dan Heath
- *The Truth About Leadership* by James Kouzes and Barry Posner
- *5 Dysfunctions of a Team* by Patrick Lencioni
- *Sabbath* by Wayne Muller

Suggested readings that are encouraged, but not required:

- *Leadership without Easy Answers* by Ronald Heifetz
- *Letter from a Birmingham Jail* by Martin Luther King Jr.
- *A Leader's Guide to Reflective Practice* by Judy Brown
- *Presence* by Peter Senge, Otto Scharmer, Joseph Jaworski and Betty Sue Flowers
- *The Leader's New Work: Building Learning Organizations* by Peter Senge
- *Leading from Within* by Parker Palmer
- *True North* by Bill George
- *In Praise of the Incomplete Leader* by Peter Senge

The program's curriculum builds on these readings and provides a broader understanding of leadership theory and practice, which helps you to uncover your authentic leadership style.

Meetings and Group Discussions

The group will meet 6 times throughout the year, March 8-9 (tied to our Spring Conference), May, July, Sept, October 2-3 (tied to our Fall Conference) and December. During each face-to-face meeting, participants engage in group discussions and exercises that delve into the various ways in which the leadership theories are and can be applied to real-world settings. We will encourage diversity of thought and learning as you strive to understand your leadership style.

Throughout the course of the year, we will also use Study Circles to collectively examine a timely issue relevant to not-for-profit aging services providers. These are highly participatory and provide a vehicle for ongoing, structured dialogue, deliberation and shared problem solving.

Meetings and Site Visits

Selected site visits are designed to expose you to innovative organizations across the aging services continuum and the visionary leaders who enable transformation. Site visits may also include panel discussions with residents and staff of the following member organizations:

- Eric Gurley, Immanuel Communities
- Lois Jordan, Midwest Geriatrics
- Ron Ross, Rural Health Development
- Christie Hinrichs/ Jeremy Hohlen, Tabitha

Hearing about these organizations and the contributions of staff (at all levels) responsible for creating unique care environments and programming allows you to gain a deeper understanding about the aging services field while witnessing the traits of impactful leaders.

Action Learning Project

The Academy participants will identify a project to champion innovation and person-centered practices within their organizations. The projects should expand their comfort zone, experiment with new leadership styles, embrace uncertainty and help them become more self-aware. The action learning process encourages moving a project forward as well as reflecting on how your emerging leadership philosophy impacts your larger role within the organization.

Who Should Attend

The Program is designed to help non-profit aging services professionals, at an entry level leadership position who have a desire to accelerate their leadership development and have a passion for our field. **The individuals who apply should be in a leadership role for about 1 year and demonstrate the capacity and initiative to be an emerging leader.**

Application Process

The application process consists of three parts;

1. Complete the application attached or download it from our website www.LeadingAgeNE.org
2. Obtain a letter of support from your organization
3. Write a letter stating your interest in the Leadership Academy

Applications must be received by **January 31, 2017**. All applicants will be notified by February 16, 2017. Please send your completed application to kaminskij@leadingagene.org or mail them:

LeadingAge Nebraska
900 North 90th Street #940
Omaha, NE 68114

Cost

The cost to participate in the program is \$550.00 for Members and \$750 for non-Members. Tuition includes all class fees, meals, handouts, books and a journal. Registration for our Fall and Spring Conference is separate. Class size is limited.

For More Information

For more information about the Leadership Academy, application process or cost, please contact: Julie Kaminski at 402-990-2346 or kaminskij@leadingagene.org