

LeadingAge™ Georgia *leadership academy*

2019 Call for Applications



The LeadingAge Georgia Walter O. Coffey Leadership Academy 2019 offers LeadingAge Georgia members a challenging and engaging year-long learning experience, designed to engage aging services professionals at any level in their organization accelerate their leadership development. The environment is created making them better equipped to serve our field.

The vision of LeadingAge Georgia is to create a generation of authentic, open-minded and transformational leaders who will collaboratively and innovatively create the future of aging services in America.

Registration: NOW – February 15, 2019

Note: The 2019 class is limited to 28 participants

NEW This Year:

The 2019 Leadership Academy has been enhanced by adding two individual coaching sessions between the spring and fall events. We have learned this is an incredible experience for individuals interested in advancing their personal and professional development. Some of the benefits of coaching are that it empowers individuals and encourages them to take responsibility, increases employee/staff engagement, and helps individuals work more productively in the team and in the organization.

Participants Will Gain:

- Knowledge of who they are as a person and leader
- Tangible tools to help become better leaders
- An understanding of trends, changes and innovation
- A realization that leaders occur at all levels of organizations
- The confidence to lead and grow others around them
- Valuable relationships within LeadingAge Georgia membership

Leadership Academy Guides:

Facilitators: Walter Coffey & David Sprowl, Managing Partners, WD International Consulting

Coaches: Andy Landrum (Clairmont Oaks), Karon Winston (Lutheran Towers), Deke Cateau (A.G. Rhodes Health & Rehab), Traci Montgomery (Wesley Woods Senior Living), and Beverly Harvey (Visiting Nurse).

Statement of Intent:

Started in 2007, there have been 268 staff from LeadingAge Georgia member organizations complete this annual Leadership program.

The foundation of the program will be focused on learning to lead with “Emotional Intelligence”. In “Primal Leadership”, co-author Richard E. Boyatzis states: “Understanding the powerful role of emotions in the workplace sets the best leaders apart from the rest – not just in tangibles such as better business results and the retention of talent, but also in the all-important intangibles, such as higher morale, motivation, and commitment”. As leaders, it is imperative that we better utilize our core emotional competencies - self awareness, empathy, social mindfulness and relationship management – to truly be successful in the workplace.

Incorporating the aspects of “developing self” through Emotional Intelligence principles of connecting with others, developing relationships and being aware of how to manage self, we will pull from the some of the following ideas (and others) for specific programs so participants will have practical take-home tools to apply as they focus on their personal leadership development.

Participants in this program can be staff working at any level in your organization. Successful organizations want strong leaders in all areas of their organizations. We encourage the identification and application of minority staff who are emerging leaders in your organization.

Leadership Academy Facilitators & Coaches:

Facilitators will provide information and activities tied to developing and implementing a personal action plan, emotional intelligence strategies, time management, understanding temperament, mastering conflict, understanding the continuum of aging services, and each of the five practices of exemplary leadership, person-centered care/services (culture change), influence and public policy, and overall leadership in action.

Coaches will create an environment for participants to meet and hear about the personal leadership journeys from senior management in our field.

2019 Leadership Academy Schedule

First Event March 6th

Life Plan Community | Canterbury Court, Atlanta | 9am to 4pm | Building a Leadership Foundation

- Understanding yourself better first. Learn skills tied to Emotional Intelligence and how to use them to be more aware of and manage yourself as well as relationships with others.
- Complete on-line emotional intelligence appraisal
- Developing & Implementing your Personal Action Plan
- Experience The Leadership Challenge (Kouzes & Posner) The Five Practices of Exemplary Leadership: Overview & Model the Way
- Learn about this part of the continuum of lifelong living: Life Plan Communities & Nursing Care

Second Event April 3

HCBS (Visiting Nurse Health System/Hospice Atlanta) | 9am to 4pm | Influence & Public Policy

- Become aware of how organizations and individuals influence and impact legislative issues as well as how partnerships are created and leveraged.
- Personal Action Plan development – Time Management
- Ask the Experts EI Exercise
- Experience The Leadership Challenge (Kouzes & Posner) The Five Practices of Exemplary Leadership: Inspire A Shared Vision
- Learn about this part of the continuum of lifelong living: Home & Community-Based Services

Third Event April 24th

IL/AL (King's Bridge, Atlanta) | 9am to 4pm | Change & Innovation

- Become aware of how change and innovation occur. What are the trends in our field and how culture change connects to successful, person-directed choice and care.
- Personal Action Plan development – Understanding your Temperament (Kersey Temperament Sorter)
- Experience The Leadership Challenge (Kouzes & Posner) The Five Practices of Exemplary Leadership: Challenge the Process
- Learn about this part of the continuum of lifelong living: Retirement Living and Assisted Living

Summer Break | Two Individual Coaching Sessions | May/June & July/August

Fourth Event September 11th

HUD Housing (Clairmont Oaks, Decatur) | 9am to 4pm | Inspiring & Motivating Others

- Explore leadership concepts and principles in order to model and motivate others.
- Personal Action Plan development – Mastering Conflict
- Experience The Leadership Challenge (Kouzes & Posner) The Five Practices of Exemplary Leadership: Enable Others to Act
- Learn about this part of the continuum of life long living: Affordable Housing (HUD subsidized)
- About LeadingAge (national organization)

Fifth Event October 9th

Mauldin & Jenkins, Atlanta | 9am to 4pm | Leadership in Action

- Become aware of the aspects of leadership and how to continue developing yourself....
- Personal Action Plan development – continuing with intention: Leadership in Action
- Experience The Leadership Challenge (Kouzes & Posner) The Five Practices of Exemplary Leadership: Encourage the Heart
- Learn about this part of the continuum of life long living: The role of state government and other organizations and various programs/services

LeadingAge Georgia Leadership Academy 2019

Participant Application

For the Potential Participant:

Name: _____

Name of member organization: _____

Phone number: _____ email: _____

Position Title: _____ Years in Position: _____

Why are you interested and what do you hope to gain from your participation in this leadership program?

By submitting this application, I agree to participate in the Leadership Academy by attending each event (arriving on time and staying for the entire event), completing assignments, actively engaging with colleagues and presenters, and meeting with someone in my organization to discuss information from the program and opportunities within my organization.

Signature of Participant: _____ Date: _____

For the supervisor of the participant:

I agree that this employee is a good candidate for the Leadership program. I will support my employee by 1) allowing him/her time to attend ALL FIVE Leadership Academy events; 2) checking in with him/her about his/her experience to ensure it is meaningful; 3) allowing him/her opportunities to develop his/her skills in our organization; and 4) paying the fee of \$395 to help cover some of the expenses of the program. In addition, I will participate in an evaluation to provide feedback about this program.

Signature of Supervisor: _____ Date: _____

Please return to LeadingAge Georgia at 404-872-1737 (fax) no later than February 15, 2019

Space is Limited – Register Now