



LeadingAge[®]
Connecticut
LEADERSHIP
Academy

Join a diverse group of individuals from across the Connecticut and Rhode Island of aging services field for a year of exceptional leadership development.

2023 LeadingAge Connecticut Leadership Academy

Going into its eleventh year, the *LeadingAge Connecticut Leadership Academy* is a regionally based leadership program that fosters and encourages leadership development within the LeadingAge Connecticut and LeadingAge Rhode Island member organizations.

LeadingAge Connecticut has made the commitment to this forward thinking leadership program to ensure that we are developing leaders that will carry on the mission of expanding the possibilities for aging. Modeled after the national LeadingAge Leadership Academy program, the LeadingAge Connecticut Leadership Academy provides a year-long transformational leadership development experience that is accessible and affordable. We are pleased to partner with LeadingAge Rhode Island to expand this experience to their membership.

Transformational leadership is an inspiring and visionary leadership approach that creates significant change in the lives of people and organizations through strong relationships. Participants enrolled in the academy will be considered “fellows” and they will engage in a year-long leadership program that will include four two-day learning experiences scheduled throughout 2023.

Mission:

The LeadingAge Connecticut Leadership Academy provides aging services professionals with leadership development experiences that will transform them, the organizations they serve and the field of aging.

Values:

- *Accountability:* Acknowledging your personal responsibility to yourself, your sponsor and peers by being present and participating in each session.
- *Authenticity:* Exploring our own leadership voices, based on personal values and self-discovery.
- *Stewardship:* Expecting that each of us will share our time and talent to move the field forward in a progressive and ethical direction.
- *Person-Centeredness:* Honoring the unique gifts of ourselves and others.
- *Integrity:* Holding ourselves, our colleagues and our organizations to a high standard of honesty, excellence and accountability.
- *Respect:* Demonstrating a willingness to hear all perspectives and consider opposing viewpoints.
- *Engagement:* Cultivating a passion for life-long learning, collaboration and being fully present.

Connecticut Leadership Academy Facilitator

Kelly Papa, MSN, President & CEO, Duncaster, Leadership Academy Alumni Fellow (2007) will be the facilitator of the Connecticut Leadership Academy. In addition, the Leadership Academy will be led by a team of coaches, all alumni of the Leadership Academy.

The LeadingAge Connecticut Leadership Academy is Endorsed by



Are You the Right Candidate for the Leadership Academy?

The program is available to anyone who works for either a LeadingAge Connecticut member, a LeadingAge Rhode Island member, a LeadingAge Connecticut subscriber, or works for a LeadingAge Connecticut Diamond, Platinum or Gold Partner organization. It is far more important for a candidate to demonstrate leadership potential within their organization than it is for them to carry a specific job title.

Once enrolled in the program, the fellow must commit to attending all four two-day sessions, of which two sessions will require an overnight stay. Fellows should plan on dedicating ten to fifteen hours a month working on Leadership Academy program activities and readings and be available for regular email communication.

If at any time a fellow's employment status changes and they are no longer employed by the supporting organization or they fail to meet any of the program's eligibility criteria, continued participation in the Leadership Academy is subject to review by LeadingAge Connecticut.

LeadingAge Connecticut Leadership Academy Schedule and Themes

Participating fellows will engage in four two-day face-to-face customized learning experiences that will include visits to LeadingAge Connecticut member communities, conversations with aging services leaders and self exploration of leadership styles through exercises and readings. The May and September sessions will require overnight stays and the cost is included in the tuition.

The selected dates and themes for the 2023 LeadingAge Connecticut Leadership Academy are as follows:

Session 1: The Purpose Driven Leader • March 23 and 24, 2023

This session will focus on uncovering or discovering personal "whys" while seeking to align personal values, actions and leadership framework with each individual's purpose. Additional learning focus includes creating learning organizations, understanding the principles of person-centeredness with residents and staff, adopting the concept of adaptive leadership, encouraging balance and renewal, fostering creativity and innovation, and changing organizational cultures.

Session 2: Discovering Authentic Leadership • May 18 & 19, 2023

This overnight session will focus on the exploration of personal values, developing our moral compass and self-reflective leadership practices, understanding our personality preferences and our crucibles of leadership, finding our leadership voice which will give us the confidence to transform our organizations.

Session 3: Empowering and Inspiring Teams • July 13 & 14, 2023

This session will focus on creating environments which encourage others, fostering collective visions for the future, developing trust, and building strong, committed teams within our organizations.

Session 4: Building Relationships and Partnerships • September 13 & 14, 2023

This overnight session will underscore the importance of relationship development, using our emotional intelligence, advocating for our organizations and the people they serve, forging partnerships outside the walls of our communities, and learning the best practices of other organizations.

Tuition and Expenses

Each fellow's employer is responsible for a **\$3,000 non-refundable** tuition payment and any related expenses including travel to the four two-day sessions. Two overnight sessions are mandatory and the overnight accommodation expenses are included in the tuition.

LeadingAge Connecticut will provide each fellow with all required reading materials as well as complimentary registration to the 2023 LeadingAge Connecticut EXPO and 2023 LeadingAge Connecticut Annual Meeting. These dates are **May 24, 2023 and October 11, 2023** at the Aqua Turf Club in Plantsville, CT. Leadership Academy fellows should plan to attend both events.

Application Timeline

Completed applications must be submitted no later than **January 3, 2023**. Applications that fail to meet all guidelines or are incomplete will not be considered for review. Applicants will receive notification of acceptance into the program by the end of January.

The Application Evaluation Process

All application submissions will be carefully reviewed to ultimately assemble a diverse class of fellows, including life experience, leadership roles, work experience, geography, type of organization, as well as other unique characteristics.

The application review will evaluate applications using the following criteria:

- How well defined, insightful and introspective is the leadership essay?
- Does the applicant demonstrate a personal commitment to the field of aging services?

Fellow Testimonials

"The Leadership Academy has been life-changing for me. It has provided me the tools to become a better leader for my team. This journey has been almost spiritual as it has led to both personal and professional growth. It forced me to reflect on my core beliefs on how I interact with people in the world around me. I have been able to apply what I have learned, and nurture both my personal and professional relationships. I am grateful to be able to take these skills and be a part of a better future in aging services. I am so thankful for the coaches and leaders of Leadership Academy for sharing their knowledge with us, and forever grateful for the relationships I have built with my fellow Leadership Academy peers."

Johnie Burke, Jr., LPN, Masonicare, Connecticut Leadership Academy Fellow (2022)

"This experience has been nothing but rewarding. It has broadened and deepened my understanding of what it means to be a leader. The Leadership Academy has giving me the tools needed to get out of my comfort zone, build my network and become an effective leader."

Kadeen Blanchard, Duncaster, Connecticut Leadership Academy Fellow (2022)

"I would highly recommend the Leadership Academy to all leaders in our field no matter your role or tenure; this experience will challenge you to grow and enhance your ability to lead with purpose."

Jesse Wescott, The Towers, Connecticut Leadership Academy Fellow (2019)

"The leadership skills and education that I have acquired through the Leadership Academy have been life changing, both personally and professionally. I will carry this education from the Leadership Academy with me forever."

Carly Hague, Saint Elizabeth Community, Connecticut Leadership Academy Fellow (2015)



2023 LeadingAge Connecticut Leadership Academy Application Requirements

Please submit the following information along with your completed application. We are not able to review incomplete applications.

- **A resume or brief description of your work experience, educational background and other pertinent information.** Please limit your submission to no more than two pages.
- **A brief essay on the following topic:**
Describe your personal commitment to the field of aging services, share your journey into the field and illustrate your vision for the future of aging services. Feel free to refer to a significant personal or professional achievement, your specific role in attaining that achievement and/or the impact it had on you or your organization. Please express how this program might enhance your leadership qualities and/or abilities you already possess. Please make sure you provide enough information to give the selection committee insight into your experience and desire to be part of this program, but limit your essay to no more than 750 words.
- **One professional letter of reference.** We suggest approaching selected references early in the process to ensure they are completed prior to the application deadline.

Questions and Additional Information

For additional information regarding the LeadingAge Connecticut Leadership Academy or for questions regarding the application process, please contact Andrea Bellofiore at LeadingAge Connecticut at abellofiore@leadingagect.org or 203-678-4477

Please return completed applications by January 3, 2023 to:

LeadingAge Connecticut
c/o Andrea Bellofiore
Director of Member Programs and Services
110 Barnes Road
Wallingford, CT 06492

Sponsor Testimonials

"Our organization is deeply committed to investing in the next generation of leaders and the LeadingAge Connecticut Leadership Academy has offered us an excellent opportunity to do so. The employees we have sponsored have transformed into amazing emerging leaders and their growth has had a positive impact on all who live and work within our communities."

Lisa Connolly, NHA, MS, Vice President, Hartford HealthCare Community Network, LeadingAge Connecticut Board Chair

"I am so fortunate that every year we have been able to send an employee to the Leadership Academy. The learning our staff receives is parallel to our philosophy of resident centered care and our leadership behavior training. Feedback from the fellows is always so positive in many ways—it enhances their vision that Jerome Home and Arbor Rose are truly focused on doing the right thing not only for our residents, but for our employees."

Lori Toombs, Executive Director, Jerome Home, Connecticut Leadership Academy Sponsor

LeadingAge Connecticut Leadership Academy Application

Name : _____

Employer : _____

Position / Title : _____

Business Mailing Address : _____

City : _____ State: _____ Zip: _____

Home Mailing Address: _____

City: _____ State: _____ Zip: _____

Business Phone: _____ Cell Phone: _____

Business Email Address: _____

Preferred Email Address if other than Business: _____

Dietary Restrictions: _____

Sponsoring Organization's Commitment

If selected, the fellow's sponsoring organization agrees to:

- Provide tuition and travel costs associated with the program.
- Allow adequate time for the completion of assignments that will enhance the understanding and application of the content areas of each session.
- Allow the fellow time to connect with his or her coach and actively participate in learning activities, including the four two-day learning sessions.

Sponsor's Signature: _____

Printed Sponsor's name and title: _____

Sponsor's Email Address: _____

Applicant's Commitment

If selected, the fellow agrees to:

- Attend and actively participate in each of the four two-day learning sessions.
- Complete assignments to enhance the understanding and application of the content areas.
- Actively participate in the on-line community forum and monthly conference calls with your team and assigned coach.
- Connect monthly with your coach to discuss assignments and additional professional development opportunities.

Applicant's Signature: _____

Printed Applicant's name: _____