

LeadingAge™ Georgia

leadership academy

2021 Call for Applications

2020 Leadership Academy Participants who Completed the Program



The LeadingAge Georgia Walter O. Coffey Leadership Academy 2021 offers LeadingAge Georgia members a challenging and engaging year-long learning experience. It is designed to engage and support aging services professionals at any level in their organization. The environment is created for an enriched experience of shared learning with colleagues, guest guides and coaches, and the facilitators.

Leadership development is for all staff working in any role in an organization. Sometimes staff think the Leadership Academy is for senior managers, or those seeking senior roles, however, the vision of LeadingAge Georgia is to create a generation of authentic, open-minded, and transformational leaders working at every level of the organization. The Academy seeks those who will collaboratively and innovatively create the future of aging services in America. Successful organizations want strong leaders thriving throughout their organizations. We especially encourage the identification and application of minority staff who are emerging leaders.

Registration: NOW – Friday, January 22, 2021 | 1st Event, February 3 or 4, 2021 (depending on the specific date/time assigned to your team) Note: The 2021 class is limited to 32 participants

NEW Virtual Format & 2021 Leadership Academy Calendar of Events

- Individual Team Zoom Gatherings will be held February 3 or 4 (depending on your group time) (Depending on COVID, there may 1-2 face to face events toward the end of summer)
- Events using Zoom will be on Wednesday mornings (2.0 hours each); 10:00am – noon
March 10, April 14, May 5, August 11, September 15, and October 13 (must participate in 4 of 6)
- TWO Individual Coaching Sessions (approximately one hour each)
Spring (March) and Summer (July); participants will register for dates/times

About 2021:

The 2021 Virtual Leadership Academy has been enhanced in order to: 1) reach more LeadingAge members around the state, 2) save travel time/expense (participants can spend more time in their work environment), and 3) be more efficient (include shorter, more focused sessions, participants will prepare ahead of time, participate in webinars for instruction, utilize zoom groups for dialogue, shared learning and networking, etc.).

As in the previous three years, individual coaching will play an important role. It has been demonstrated that coaching supports staff development by focusing each individual's goals, anchoring the concepts presented, and ultimately helping them become more successful. Some of the benefits of coaching are that it empowers individuals and encourages them to take responsibility, increases engagement and satisfaction, and helps individuals work more productively in their teams.

Participants Will Gain:

- A realization that leaders are found at all levels of organizations
- Knowledge of who they are as a person and as a leader
- Individualized growth opportunities through coaching
- Tangible tools to help them further develop their skills
- The confidence to lead and grow others around them
- An understanding of trends, changes, and innovation in aging
- Valuable relationships within LeadingAge Georgia membership



Leadership Academy Facilitators & Coaches:

Facilitators: Walter Coffey & David Sprowl, Managing Partners, WD International Consulting; Ginny Helms, President/CEO, LeadingAge Georgia/Georgia Institute on Aging

Guest Guides: Andy Landrum (Clairmont Oaks), Karon Winston (Lutheran Towers), and Deke Cateau (A.G. Rhodes Health & Rehab). Guest guides will share their personal leadership journeys. This has proven to be a valuable opportunity for participants to hear from leaders in senior management positions.

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

Statement of Intent:

Since 2007, there have been over 330 staff from LeadingAge Georgia member organizations who have completed this annual Leadership program.

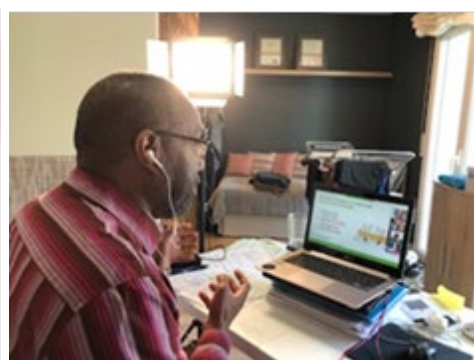
The foundation of the program is focused on learning to lead with “Emotional Intelligence”. In “Primal Leadership”, co-author Richard E. Boyatzis states: “Understanding the powerful role of emotions in the workplace sets the best leaders apart from the rest – not just in tangibles such as better business 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.

With an emphasis on emotional intelligence principles such as connecting with others, developing relationships and being aware of how to manage oneself, a variety of resources will be utilized so that participants will have practical take-home tools to apply as they focus on their personal leadership development.

The schedule for the year includes: Initial three-hour Individual group meetings so team members have the chance to get to know each other, clearly understand how the academy works, and how to get started; 6 two-hour On-line Zoom Gatherings; and 2 individual coaching sessions. **For the on-line gatherings, participants must have a private space/office with a computer (with camera and speakers).** It is OK if the use of on-line technology is new to a participant. We will work with each individual as needed to make sure they understand how to connect, etc.

NOTE: This year, we have built in a stronger commitment and connection with participants as well as their supervisors/managers. We will ask participants to provide facilitators at least a 2-day notice if they cannot participate in an online event. Everyone must participate in both individual coaching sessions.

Emotional Intelligence 2.0 books will be mailed to each participant, in addition to more information about the academy including instructions on connecting remotely, etc.



2021 Leadership Academy Schedule

February 3rd and 4th | KICK-OFF Event: Each group will have their individual 3-hour event with the facilitators.

Content to include:

Introduction to LeadingAge Georgia, the leadership program, the new enhanced format, and the commitment

Introduction of the Team Leadership Model

Introduction to Emotional Intelligence

Understanding yourself better first. Learn skills related to Emotional Intelligence and how to use the skills to be more aware of and manage yourself as well as relationships with others.

Complete and discuss Leadership worksheet; Kouzes & Posner Leadership Characteristics activity

Developing & Implementing your Personal Action Plan

Introduction to Time Management (Covey Quadrants); Complete “What’s on your plate” activity

PREP (Tasks to complete in preparation for the next event):

Complete On-line EI appraisal via talentsmart.com and forward results no later than Friday, February 21, 2021

Work on personal action plans complete the Kersey Temperament Sorter for the March 9th event

March 10th | Event 1: Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Debrief from Emotional Intelligence and Time Management presentations

Discuss progress on Personal Action Plan development;

Ask the Experts experience

Understanding your Temperament (Kersey Temperament Sorter)

Introduce Daily Conversations & Active Listening

Begin discussing The Five Practices of Exemplary Leadership (Kouzes & Posner): Model the Way (#1)

PREP: : Complete Kraybill Conflict Style Inventory

During March | Individual Coaching calls related to personal action plans

April 14th | Event 2: Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Review/discuss Kraybill Conflict Style Inventory

Resolving Conflict

Overview of the Culture Change Movement in Aging Services; Meet and hear from guest coach

The Five Practices of Exemplary Leadership (Kouzes & Posner): Inspire a Shared Vision (#2)

PREP: To be announced

May 5th | Event 3: Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Resolving Conflict Part 2

Understanding & Managing Stress

Meet and hear from the guest guide

The Five Practices of Exemplary Leadership (Kouzes & Posner): Challenge the Process (#3)

Summer send-off

Summer Break | Continue practicing and developing EI skills and working on action plans

During July | Individual Coaching calls related to personal action plans

August 11th | Event 4: Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Putting Resources into Practice

Vision & Implementation

Developing & Utilizing A Coaching Mindset

The Five Practices of Exemplary Leadership (Kouzes & Posner): Enabling Others to Act (#4)

PREP: To be announced

September 15th | Event 5: Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Putting Resources into Practice Part 2

Coaching Mindset and Building Relationships

Wrap up The Five Practices of Exemplary Leadership (Kouzes & Posner): Encourage the Heart (#5)

PREP: To be announced

October 13th | FINAL Event 6: Wednesday ZOOM On-line Gathering 10:00am – Noon

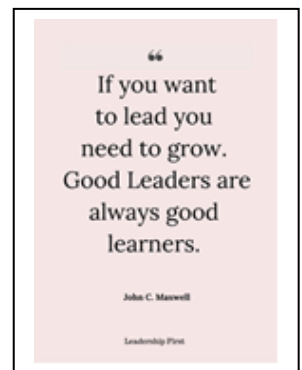
Debrief and shared learning

Content to include: Leadership in Motion | Leadership: An Ongoing Practice | Applying the “PIE”

NEXT Steps

December 2, 2021

LeadingAge Georgia 2021 Annual Business Meeting/Leadership Certificate Presentation



LeadingAge Georgia Leadership Academy 2021 Participant Application

For the Potential Participant:

Printed Name: _____

Name of member organization: _____

Phone number: _____ email: _____

Current Position Title: _____ Years in Current 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 being on time and actively engaged during each 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. **Each participant must have a private space with appropriate online video and audio connections.**

Signature of Applying 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 participate in all the 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 annual participation fee of \$495 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 no later than Friday, January 22, 2021

Fax 404-872-9191 OR scan/email to swatkins@LeadingAgeGA.org

Space is Limited for the 2021 Academy – Register Now