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Leadership Institute

2015 -2016

Program Information

Applications

Due:

April 24, 2015

LeadingAge
Texas

What is the Leadership Institute?

Transformational Leadership, Practical Experience

The **LeadingAge Texas Leadership Institute** is a year-long program designed for emerging leaders in aging services. Institute Fellows actively explore best practices of leaders, analyze their own leadership, discuss learning and problem-solving styles, and generate a foundation of knowledge that they can draw from throughout their careers. Designed to challenge, inspire, and motivate, the program format encourages critical thought and analysis and creates an engaging learning environment that enhances the capacities of leaders at all levels.

In addition to cultivating leadership skills, Fellows build meaningful, lasting relationships that provide guidance and support over a lifetime of leadership. Interactive, small-group discussions are enriched by Fellows' diverse backgrounds and perspectives and provide a vehicle for ongoing structured dialogue and deliberation.

Site visits to member communities allow Fellows to develop a deeper understanding of the varied aging services continuum. Spending an entire day on a campus provides an interactive, firsthand experience of the best practices and theories discussed during class.

Key Concepts

- Ethical Leadership
- Mission v. Margin
- Finance & Budgeting
- Mentorship
- Development & Fundraising
- Effective Communication
- Advocacy & Public Relations
- Engaged Leadership
- Adaptability
- Industry Trends

Core Principles

Transformational Leadership

Leadership that elevates the aspirations and performance of organizations – it creates valuable and positive change in the followers with the goal of developing those followers into leaders

Person-Centeredness

A focus on the individual person, including staff and residents

Innovation

Ideas and technology drive the mission of long-term care and aging services into the future, meeting the needs of those we serve in new and exciting ways as the consumer population shifts

What are past Fellows saying?

"This program provided me with many valuable resources as well as some long-lasting friendships. Being a part of this group encouraged me to get my Nursing Home Administrator's license, which I have."

"I enjoyed visiting the different communities I took away several ideas we can hopefully adapt to our property!"

"Participating...allowed me to grow as an individual and as a professional, with educational presentations and networking opportunities. Thanks for this great management and leadership building endeavor!"

"I appreciate the networking aspects of the classes. It provides a great overview to senior living communities and I feel that this is preparing me to serve in leadership roles in the future."

"Participating in the classes was excellent! I enjoyed the interaction between classmates...I learned a lot from them."

"This experience has not only helped me grow professionally, but the opportunity to visit a variety of communities has given me a deeper understanding of and appreciation for the great work that every LeadingAge Texas member does every day."



2014 - 2015 Leadership Fellows

Become a Fellow

The Application Process

Complete applications consist of four elements:

- **A completed application form**, which includes background and contact information, history with current employer, and three 250-word written responses regarding the applicant's leadership goals and commitment to non-profit aging services.
- **Two letters of reference** that speak to the applicant's leadership performance or potential and their commitment to non-profit aging services
- **A current résumé** detailing education and relevant work experience.
- **A Memorandum of Understanding** signed by both the applicant and a supervisor on behalf of the sponsoring organization.

Tuition & Expenses

Cost of participation in the Leadership Institute is **\$1895 per person**.

Tuition includes:

- All on-site activities, including some meals at each sit
- Registration fees for the 2016 Leadership Conference
- Registration fees for the 2016 Annual Meeting & Trade Show
- All course materials
- Graduation & Certificate of Completion at Annual Meeting

Travel and hotel accommodations for each of the on-site meetings and the Annual Meeting & Trade Show are the responsibility of the Fellow or their sponsoring organization. LeadingAge Texas will secure convenient and reasonably priced hotel room blocks in each host city.

The Selection Process

Applications are evaluated by an experienced and diverse nominations committee based on the following criteria:

- Are the written responses well-defined, insightful, and introspective?
- Does the prospective Fellow demonstrate a personal commitment to aging services?
- Does the applicant appear dedicated to the concept lifelong learning?
- Does the prospective Fellow appear to possess the leadership potential needed to become a transformational leader?

Selected participants will be notified of their acceptance into the program in early May 2015. The full slate of 2015-2016 Fellows will be announced at the 2015 Annual Meeting & Trade Show.

Who should apply?

Current employees of LeadingAge Texas member organizations with the desire to impact their community and their field. Prospective Fellows hold a variety of roles within their organizations. In order to better facilitate group learning and cohesion, the class is capped at 18 participants.

If at any time a Fellow's employment status changes, he/she is no longer employed by the sponsoring organization, or fails to meet any of the program's eligibility criteria, continued participation will be subject to review by LeadingAge Texas.



2013 – 2014 Leadership Fellows

2015 – 2016 Curriculum

The Leadership Institute takes place over the course of four, two-day in-person classes. Each class features presentations from leaders within the LeadingAge Texas membership, ranging from seasoned CEOs and executive staff to board members, nurses, CNAs, and residents.

Each meeting builds on specific leadership theories and practice, generating a foundation of leadership knowledge for each Fellow. Assigned readings reinforce those theories and in-class exercises apply them to practical settings. Each day of class will also feature a tour of the host community, allowing Fellows to observe the real-life application of the theories and best practices covered in the course.

The learning process continues as the Fellows attend the 2016 Leadership Conference, where in addition to added instruction and networking opportunities, they will be responsible for a presentation on the first night of the retreat. Finally, their Institute experience culminates in their attendance and graduation from the program at the 2016 Annual Meeting & Trade Show.

Class One: Houston

July 15, 2015 – Seven Acres Jewish Senior Care Services

July 16, 2015 – Buckner Parkway Place

Class Two: San Antonio

September 16, 2015 – Morningside Ministries

September 17, 2015 – Army Residence Community

Class Three: Dallas

October 27, 2015 – C. C. Young

October 28, 2015 – Plano Community Homes

Class Four: Austin

January 13, 2016 – Westminster

January 14, 2016 – Querencia at Barton Creek

Leadership Conference

February 15 – 17, 2016 | Horseshoe Bay Resort

Annual Meeting & Trade Show

May 22 – 25, 2016 | Hyatt Regency Dallas

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