

2024 Call for Applications

2023 Leadership Academy Participants who Completed the Program



The 2024 LeadingAge Georgia Walter O. Coffey Leadership Academy 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, a certified leadership coach, and the facilitators.

Successful organizations want strong leaders – staff working in every level - to thrive throughout their organizations. 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. We especially encourage the identification and application of minority staff who are emerging leaders.

2024 Leadership Academy Calendar of Events via a Virtual Format

- Individual Team Zoom Gatherings will be held February 13, 14, or 15 (depending on your group date and time)
- Events using Zoom will be held Wednesday mornings from 10:00 until noon (must participate in 4 of 6)
2024 Dates: March 20, April 17, May 29
Wednesday, August 14 (**in person 10am – 3:00pm in metro ATL**)
- September 25, and October 23 Two Individual Leadership Coaching Sessions (approximately one hour each); Spring (April) and Summer (August/September); participants will choose/register for dates/times (must participate in both coaching sessions)

About 2024:

The 2024 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 zoom events for instruction, utilize zoom breakout groups for dialogue, shared learning and networking, etc.).

As in the previous four years, individual coaching will play an important role. It has been demonstrated that coaching supports staff development by focusing on 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:

- The understanding that leaders are found at all levels and roles within organizations
- Knowledge of who they are as a person and as a leader
- Opportunities to grow through individualized coaching
- Tangible tools to help them further develop their skills
- The confidence to lead and grow others around them
- An understanding that Emotional Intelligence skills can be learned
- Valuable relationships among LeadingAge Georgia colleagues



Leadership Academy Facilitators & Coaches:

Facilitators: Walter Coffey & David Sprowl, Founders/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, inspiring opportunity for participants to hear from leaders in senior management positions.

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

Statement of Intent:

Since 2007, there have been approximately 438 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 throughout the organization, 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.

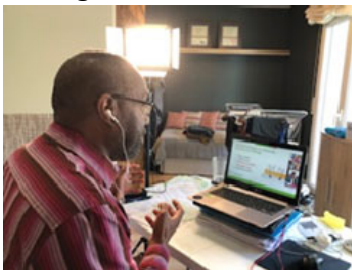
With an emphasis on emotional intelligence principles such as connecting with others, developing relationships and being aware of how to manage oneself, a variety of resources will be utilized so that participants will have practical take-home tools to apply as they focus on their personal leadership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

The schedule for the year includes: Initial two-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; 5 two-hour On-line Zoom Gatherings; one in-person day event in the summer; 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: 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.



2024 Leadership Academy Schedule

February 13, 14, or 15 | KICK-OFF Event: Each group will have their individual 2-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

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

Complete On-line EI appraisal via talentsmarteq.com and forward results no later than Friday, March 10, 2023

Work on personal action plans complete the Kersey Temperament Sorter for the March 29th event

March 20th | 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

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

Understanding your Temperament (Keirsey 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 April | Individual Coaching calls related to personal action plans

April 17th | Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Review/discuss Kraybill Conflict Style Inventory

Resolving Conflict Part 1

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 29th | 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 Break | Continue practicing and developing EI skills and working on action plans

During August/September | Individual Coaching calls related to personal action plans

NOTE: WEDNESDAY, August 14th | In-person event 10am – 3pm in metro Atlanta

Debrief and shared learning

Content to include: Putting Resources into Practice Part 1

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 25th (back to Wednesdays) | 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 23th | FINAL Event, Wednesday ZOOM On-line Gathering 10:00am – Noon

Debrief and shared learning

Content to include: Leadership in Motion | Leadership: An Ongoing Practice | Your WHY Workbook

December 5, 2024 | LeadingAge Georgia 2024 Annual Business Meeting/Leadership Certificate Presentation

“
If you want
to lead you
need to grow.
Good Leaders are
always good
learners.

John C. Maxwell

Leadership First

LeadingAge Georgia Leadership Academy 2024

Participant Application

For the Potential Participant (please print):

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. **NOTE: 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 26, 2024

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

Space is Limited for the 2024 Academy – Register Now