Leadership Academy

Featured Faculty – Stacey Starling, PhD

- Principle, The Starling Center
- Ph.D., Humanities with a Concentration in Transformative Learning and Change
- M.T.D., Department of Education, Masters in Training and Development
- B.B.A., Bachelor of Business Administration
- Appreciative Inquiry Certificate in Positive Business and Societal Change
- Certified Instructor of The Living University founded by Gay and Kathleen Hendricks
- Adjunct faculty at Oakland University, Department of Education, Human Resource Development
- More than 20 years of experience with leadership development and organizational change
- Many state and national presentations for aging services professionals on leadership and development
- Served as key personnel for State of Michigan grant funded projects
Why should I apply?
The Michigan Leadership Academy is designed to:

- Equip new and emerging leaders with the essential insights, knowledge, and skills to directly improve leadership effectiveness.
- Integrate adaptive and technical learning for a comprehensive training experience.
- Focus on what it takes to be a successful and effective leader in today's workplace; specifically within the aging services industry.
- Provide unique, thought-provoking opportunities for dialogue with aging services coaches, mentors, and executives.
- Cultivate leadership excellence, and make a positive impact within the organization.
- Provide presentations, discussion, and experiential learning.
- Broaden an understanding of the aging services industry and the role of leaders within their organizations.
- Hone leadership skills and abilities.
- Assist individuals in being better prepared for advancement.

Who should apply?
We encourage applicants from various positions, disciplines, experience, industry knowledge, and companies of different sizes to ensure a vibrant exchange of ideas and discussion. The academy experience is for high-potential professionals who want to learn to become better managers and leaders. A strong leader has the potential and ability to contribute significantly to an organization. No matter what position you hold within your company, it is important to understand how to be an effective manager and how others perceive your skills as a leader.

What is the Academy schedule?

<table>
<thead>
<tr>
<th>Month</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 2017</td>
<td>Live Class</td>
</tr>
<tr>
<td>May 2017</td>
<td>Annual Conference &amp; Trade Show</td>
</tr>
<tr>
<td>June 2017</td>
<td>Webinar</td>
</tr>
<tr>
<td>July 2017</td>
<td>Self-directed Learning Modules</td>
</tr>
<tr>
<td>August 2017</td>
<td>Leadership Institute</td>
</tr>
<tr>
<td>September 2017</td>
<td>Webinar</td>
</tr>
<tr>
<td>September 2017</td>
<td>Small Group Coach Call #1</td>
</tr>
<tr>
<td>October 2017</td>
<td>Live Class</td>
</tr>
<tr>
<td>November 2017</td>
<td>Webinar</td>
</tr>
<tr>
<td>November 2017</td>
<td>Small Group Coach Call #2</td>
</tr>
<tr>
<td>December 2017</td>
<td>Self-directed Learning Modules</td>
</tr>
<tr>
<td>January 2018</td>
<td>Self-directed Learning Modules</td>
</tr>
<tr>
<td>January 2018</td>
<td>Small Group Coach Call #4</td>
</tr>
<tr>
<td>February 2018</td>
<td>Webinar</td>
</tr>
<tr>
<td>March 2018</td>
<td>Live Class</td>
</tr>
</tbody>
</table>

Visit www.LeadingAgeMi.org for more information and to access the application documents!
What will I learn?

- Adaptive and Technical Leadership Tools & Resources
- Transformative Leadership
- Leadership Values
- Shifting from Task Master to Leader
- Self-awareness and Self-regulation
- Fostering Conscious Relationships
- Effective Coaching
- Communication and Difficult Conversations
- Decision Making
- Accountability
- Managed Care & ACOs
- Building High Performance Teams
- Understanding the Role of an Aging Services Leader
- Executive Leadership Strategies and Challenges
- Conflict Management
- Strategic and Systems Thinking
- Succession Planning
- Motivation, Creativity and Innovation
- Understanding of LeadingAge Michigan's Supports & Services

How will I learn?

- Formal Presentations with Content Experts
- Webinars
- Small Group Discussions
- Meet the Mentor sessions with aging services executives
- Continuum of Care Panel Discussions and World Café Learning
- Self-directed Activities and Journaling
- Reading Assignments to support classwork and discussion calls
- Facility & Campus Tours
- Complimentary registrations for the 2017 Annual Conference & Trade Show and Annual Leadership Institute. Both conferences offer National and State keynote speakers, a mix of conference and academy-specific education sessions, and many networking opportunities.

The Academy emphasizes five key core competencies:

1. **Transformational Leadership**: adaptive and technical learning that elevates the aspirations and performance of organizations;
2. **Person-Centeredness**: a focus on the individual person, including staff and residents;
3. **Innovation**: ideas and technology that drive the mission of long-term care and other aging services into the future, meeting the needs of those we serve in new and exciting ways as the consumer population shifts;
4. **Healthcare Reform**: addresses major health policy creation or changes—for the most part, governmental policy that affects health care delivery in a given place; and
5. **Managed Care**: centers on a variety of techniques intended to reduce the cost of providing health benefits and improve the quality of care.
What is the cost?
Member Rate: $2,995 per person
Non-member Rate: $3,495 per person

What is included with the Academy fee?
- Complimentary registration for the 2017 Annual Conference & Trade Show
- Complimentary registration for the 2017 Annual Leadership Institute
- All required education, reading, and supplementary materials
- A minimum of 25 continuing education contact hours for nursing home administrators and nurses.
- Continental breakfasts and networking lunches

What is not included with the Academy fee?
- Travel expenses
- Lodging costs for classes and conferences
- Some meals

LeadingAge Michigan will secure convenient and reasonably-priced hotel room blocks in each host city.

Call for coaches, mentors, panelists, and host sites!

Coach:
- Participate in at least three live classes and four small group coach calls
- Participate in academy sessions during the Annual Conference & Leadership Institute

Meet the Mentor:
- Provide a 90-120 minute live presentation with discussion and open forum Q&A with Fellows

Panelist:
- Participate in a live, 90-120 minute, panel discussion and open forum Q&A

Host Site:
- Provide meeting space to include tables, chairs, linens, audio visual equipment, internet access, food & beverages, and parking for approximately 25 people

Members who are interested in assisting as a coach, mentor, panelist, or to be a host site for an Academy class please contact Laura Fuller at 517-323-3687 or via email at Laura@LeadingAgeMI.org.

Are you in need of financial assistance to participate?

LeadingAge Michigan is pleased to offer the Larry Minnix Scholarship. Those applying for the scholarship should be a current employee of a LeadingAge Michigan member who has the potential and desire to make an impact on their organization and on the field of aging services. The Larry Minnix Scholarship was created to assist Leadership Academy candidates in meeting financial barriers that would normally prevent the candidate from attending the Academy. Please note, no funds will be dispersed to the candidate. The scholarship will be in the form of a complimentary, full registration, for the 2017 Leadership Academy. All travel related expenses are the responsibility of the candidate or their supporting organization.

Click Here for Scholarship application.

Ready to apply?

Click Here

Remember...Applications are due January 16, 2017

Evangelical Homes of Michigan has been extremely pleased with the thoughtful educational programs that the Academy provided to its leaders in training. We decided to send all of Executive Directors at once through the program so that our more seasoned leaders could work with our young leaders and other leaders in Michigan. Everyone benefited from the experience. It provided a dedicated time for shared learnings that we rarely are blessed with in our over connected lives.

I believe strong friendships were formed outside of EHM. Congratulations and thank you to all involved. Truly you have opened the door to endless possibilities for our leaders. Denise Rabidoux, President and CEO
Leadership Academy Application

Those applying for the Academy should be current employees in the field of aging services with the potential and desire to make an impact on their organization and on the field of aging services. We encourage applicants from varied disciplines, experience levels, and industry knowledge to ensure a vibrant exchange of ideas and discussion. In order to better facilitate group learning and cohesion, the 2017 class will be capped at 24 participants.

Application Deadline: January 16, 2017

A complete application must include:

1. Application Form
2. Two Essays—In response to: “What are your leadership goals for aging services?” and “What is your commitment to the field of aging services?” Each essay should be one page, double-spaced.
3. Two Letters of Reference—These letters should speak to the applicant’s leadership performance, potential and commitment to non-profit aging services.
4. Current Resume—The resume must include complete documentation of education and relevant work experience.
5. Commitment Form—Completed by both the applicant and sponsoring organization.

Click Here to access the commitment form.

What is the selection process?

Applications will be evaluated by an experienced and diverse committee based on the following criteria:

✦ How well-defined, insightful, and introspective are the leadership essays;
✦ Does the applicant demonstrate a personal commitment to aging services;
✦ Does the applicant demonstrate a dedication to lifelong learning; and
✦ To what extent does the applicant possess the leadership capacity needed to become a transformational leader?

How do I pay?

✦ Upon Fellow’s confirmed acceptance into the Academy, an invoice will be sent for the full academy registration fee.

How will I be notified?

✦ Applications will be reviewed and Fellows selected by February 5, 2017
✦ Notification of acceptance will be sent via email by February 19, 2017

Submit application and supporting documents to:
Laura Fuller, LeadingAge Michigan, 201 N. Washington Square, Suite 920, Lansing, MI 48933
or via email at Laura@LeadingAgeMI.org.

Questions?

Please contact Laura Fuller at 517-323-3687 or via email at Laura@LeadingAgeMI.org.
Commitment Form

The Commitment Form provides the basis for a commonly held understanding between the applicant, the applicant’s employer, and LeadingAge Michigan about eligibility criteria and fellow expectations.

The applicant’s commitment:
If selected, the applicant agrees to:

✦ Attendance Expectations: Devote the time needed to complete all classes, webinars, site visits, conference calls, self-directed modules, required projects, assignments, and readings. Additionally, fellows will participate in the Annual Conference and Leadership Institute. We expect that participants will arrive on time and depart at the conclusion of each event.

✦ Attendance Notification: Absences should only occur if the facility is in State survey or if there is a family emergency. If a participant has more than two absences, the sponsoring organization’s representative will be notified. Participants will need to provide a letter, signed by the sponsoring organization, to LeadingAge Michigan if unable to attend any of the classes and conferences, and;

✦ Regularly connect with Michigan Leadership Academy faculty and coaches to discuss assignments, ongoing growth, and additional professional development opportunities.

Additionally, I understand that if at any time during the program year my employment status changes, I am no longer employed by my sponsoring organization, or I fail to meet any of the Academy’s eligibility criteria, my continued participation in the Leadership Academy is subject to review by LeadingAge Michigan.

The sponsoring organization’s commitment:
If selected, the applicant’s sponsoring organization (employer) agrees to:

✦ Cover the registration fee in a timely manner. The fee is due upon the applicant’s acceptance into the Leadership Academy;

✦ Allow the applicant time to actively participate in all classes, distance learning activities, group/individual projects, the Annual Conference, and Leadership Institute;

✦ Pay or reimburse travel and lodging expenses associated with the Academy classes, the LeadingAge Michigan 2017 Annual Conference, and 2017 Annual Leadership Institute; and

✦ Support the applicant, as necessary, with the completion of assignments that will enhance the understanding and application of the content areas of each session.

The sponsoring organization representative should be the CEO or other executive staff of the applicant.

Representative’s Signature

Date

Applicant’s Signature

Date

Questions?
Please contact Laura Fuller at 517-323-3687 or via email at Laura@LeadingAgeMI.org.
Michigan’s Larry Minnix Scholarship Application

Those applying for the scholarship should be a current employee of a LeadingAge Michigan member who has the potential and desire to make an impact on their organization and on the field of aging services. The Michigan Larry Minnix Scholarship was created to assist Leadership Academy candidates in meeting financial barriers that would normally prevent the candidate from attending the academy. Please note, no funds will be dispersed to the candidate. The scholarship will be in the form of a complimentary, full registration, for the 2017 Leadership Academy. All travel related expenses are the responsibility of the candidate or their supporting organization.

Application Deadline: January 16, 2017

A complete scholarship application must include:

- A complete Leadership Academy Application with all supporting documents. 
  
- Click Here for the Leadership Academy Application

- Completed Larry Minnix Scholarship Application form.

- Verification of employment with a current LeadingAge Michigan member.

- A letter describing why you need financial assistance and why the support of the scholarship is important for your participation in the Leadership Academy.

- Both applications, along with all supporting documentation, must be submitted at the same time.

- Both applications must be submitted by the application deadline.

- Incomplete applications will not be reviewed or considered.

What is the selection process?

- Scholarship applications will be reviewed and evaluated by an experienced and diverse committee.

- The recipient of the scholarship will be notified by February 17, 2017.

Questions?

Please contact Laura Fuller at 517-323-3687 or via email at Laura@LeadingAgeMI.org.

<table>
<thead>
<tr>
<th>Applicant Information:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Name</strong></td>
</tr>
<tr>
<td><strong>Title</strong></td>
</tr>
<tr>
<td><strong>Organization Name</strong></td>
</tr>
<tr>
<td><strong>Organization Address</strong></td>
</tr>
<tr>
<td><strong>Applicant’s Email Address</strong></td>
</tr>
<tr>
<td>( )</td>
</tr>
<tr>
<td><strong>Phone</strong></td>
</tr>
</tbody>
</table>

Applicant’s Signature

Submit both applications and supporting documentation to:

Laura Fuller, LeadingAge Michigan
201 N. Washington Square, Suite 920
Lansing, MI 48933
or via email at Laura@LeadingAgeMI.org

The scholarship recipient will be notified at the same time they are accepted into the Academy.