

# *LeadingAge Illinois* *Leadership Academy*

Creating a new era of  
excellence in aging services



## Vision

To build a cohort of change agents who will elevate the quality and reputation of aging services within Illinois and beyond, standing ready to advance their organizations and create transformation in our field.

## Mission

To develop leaders who are passionate, empowered, visionary and committed to life-long learning so they are able to successfully advocate for older adults while evoking excellence within their organizations.



## Learning Objectives



Learn the components of leadership required to transform the future of aging services



Understand the five discovery skills which drive innovation and lead to creative new models of service



Adopt the characteristics of a successful change agent in our field



Become exposed to new technologies that will change the way people age



Explore various dimensions of advocacy as it relates to the people we serve



Embrace a holistic approach to life and work for maximum effectiveness



Discover the secret of building trust at multiple levels—with others, within organizations and communities at large

**collaboration**  
**advocacy integrity**  
**fun respect**  
**inclusiveness**

## Investment

The LeadingAge Illinois Leadership Academy program is available to anyone who works for a LeadingAge Illinois member, irrespective of clinical or managerial experience. It is far more important for potential LeadingAge Illinois Leadership Academy Fellows to demonstrate deep leadership potential within their organizations than it is for them to carry specific job titles. Fellows are required to stay overnight one night during the program to accommodate a planned evening event. During the other sessions, staying overnight is not mandatory, however it is highly encouraged due to evening activities. Please keep this in mind while budgeting for the sessions.

LeadingAge Illinois Leadership Academy Fellows should plan on spending 10-15 hours a month working on program activities.

LeadingAge Illinois Leadership Academy Fellows will need access to a computer for e-mail correspondence and monthly video calls.

## Application Components

### Letters of Commitment

Applicants are required to sign a Letter of Commitment. The sponsoring organization\* must also sign a letter of commitment.

E-mail [meetingservices@leadingageil.org](mailto:meetingservices@leadingageil.org) with questions.

\*Please Note: The Letter of Commitment must be signed by the President, CEO, Executive Director or Administrator (where appropriate) of the applicant's organization. If the applicant is the highest ranking executive officer, the organization's board chair should sign the letter.



### Summary of Qualifications

- 1 Please provide a resume that includes up to five of your most significant formal and/or informal leadership roles that have contributed to your leadership development (include name of organization, dates of service and your responsibilities), educational background, and other pertinent information.
- 2 Please provide a brief summary description of experience in aging services and your current position.
- 3 In what ways would you describe your organization (multi-site organization, single site, CCRC, SNF, AL, Housing, HCBS, urban/rural, number of persons served/employed, corporate structure)? What are some defining characteristics that make your organization unique?

### Letter of Reference

Please provide one letter of reference from an individual who works closely with you and can speak to your leadership capacity. We suggest approaching that individual well in advance to allow ample time to meet the application deadline.

**New this year! Submit your application and materials through the online portal!**

## Leadership Essay

Please create a personal leadership essay (no more than 1,500 words) using the following points as headers. Make sure you provide enough information to give the selection committee insight into your history and desire to be part of this program.

One or two sentence answers to the following questions are not recommended.

- 1 Describe the capabilities you possess that make you an effective leader and the specific ways in which you have utilized these attributes in your personal and professional life.
- 2 Describe the perspective and knowledge you hope to acquire as a result of your participation in the LeadingAge Illinois Leadership Academy experience and how these insights will enable you to become a transformational leader.
- 3 Describe your personal commitment to aging services and how you envision using your LeadingAge Illinois Leadership Academy experience to enhance aging services within your organization, your community and at the state level.

## Application Evaluation

### Submission Deadline

To ensure consideration, complete the letters of commitment and application and submit all required documents via the online portal by **May 25, 2022**.

## Selection Criteria

All application submissions will be reviewed to ultimately assemble a diverse class of LeadingAge Illinois Leadership Academy (in terms of life experience, leadership roles, geography, type of organization, as well as other unique characteristics).

- Priority will be given to diversity of organizations in the selection process.
- It is suggested that multi-site organizations (MSOs) coordinate their nomination efforts.
- We encourage both emerging and seasoned leaders to apply irrespective of their years of experience and position.

A committee of LeadingAge Illinois member leaders will evaluate applications using the following criteria:

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

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## Learning Schedule and Themes

**JULY 18-19, 2022** CENTRAL ILLINOIS

**Finding Your Authentic Leadership Voice**

**SEPTEMBER 19-20, 2022** CHICAGO

**Building and Leading Teams**

**JANUARY 9-10, 2023** CHICAGO SUBURBS

**Become A Visionary Leader**

**APRIL 17-18, 2023** TBD

**Discovering A Work/Life Balance**

## Investment

A \$2,750 tuition payment (non-refundable and nontransferable) is required from each LeadingAge Illinois Leadership Academy Fellow's organization. In addition, lodging, travel expenses and some meals are also paid by each Fellow's organization (the costs incurred vary depending on the locations of the sites).

LeadingAge Illinois provides complimentary registration for each Fellow to the 2023 Annual Meeting and Expo. Approximately 60 continuing education credits will be earned for 2022-23 Leadership Academy participation.

Missing any part of a scheduled session is highly discouraged. If more than one session is missed, the fellow will not be allowed to graduate from the LeadingAge Illinois Leadership Academy program.



## Commitment

### Sponsoring Organization's Commitment

If selected, the Fellow's organization agrees to:

- Provide tuition, travel, lodging and meal costs associated with the program.
- Allow the LeadingAge Illinois Leadership Academy Fellow uninterrupted time away from work to attend each of the four two-day sessions.
- Allow adequate time for the completion of assignments that will enhance the understanding and application of the content areas of each session.
- Allow the LeadingAge Illinois Leadership Academy Fellow time to connect with his or her coach and actively participate in distance learning activities.

### Enrollee's Commitment

If selected, the participant agrees to:

- Attend and fully participate in each of the four two-day sessions. No exceptions are allowed unless a letter is written by the sponsoring organization to LeadingAge Illinois Leadership Academy.
- Complete assignments in between sessions to enhance the understanding and application of the content areas.
- Connect 1-2 times monthly with LeadingAge Illinois Leadership Academy coaches to discuss assignments, ongoing development, and additional professional development opportunities.
- Agree to arrive on time and remain for the full duration of each session.

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