2014 Call for Nominations

LeadingAge™ PA
an association of not-for-profit senior services

Submission deadline: October 25, 2013
Vision

To create an enduring leadership program which teaches the skills and knowledge required to thrive in a new era of aging services for the benefit of our leaders, member organizations and LeadingAge PA.

Benefits

- Participate in an online leadership evaluation via the Leadership Practices Inventory Assessment.
- Learn the components of leadership required to transform the future of aging services.
- Understand how culture change happens and see living examples within and outside our field.
- Explore a wide variety of advocacy techniques on behalf of the people we serve.
- Discover the secrets of building trust at multiple levels—with others, within organizations and communities at large.
- Learn the five discovery skills which drive innovation and lead to creative new models of care.
- Become exposed to new technologies that promise to revolutionize the way people age.
- Receive discounted registration for LeadingAge PA’s 2014 Annual Conference and Exposition and 2014 Fall Financial Issues Seminar.
- Earn thirty (30) hours of continuing education units (CEU’s) applied for by LeadingAge PA for 2014 Fellows in Leadership participants.
- Experience the process of developing an Action Learning Project through team collaboration and application of the leadership skills examined throughout the program.

2014 Learning Schedule and Themes

The confirmed dates for LeadingAge PA’s 2014 Fellows in Leadership program are as follows:

- February 25-27, 2014 (3 days)
- May 21-22, 2014
- July 29-30, 2014
- October 28-30, 2014 (3 days)

Individual theme areas that will be covered over the course of the four learning sessions include: Leadership; Culture Change/Strategic Leadership; Advocacy/Collaboration/Partnerships; and Quality/Innovation.

Learning sessions may be conducted in the following geographic areas depending on session content/focus: Philadelphia; Harrisburg; Pittsburgh; and North/Northeast PA.

Mission

Fellows in Leadership was created to develop passionate, committed, empowered and transformational leaders who will create the future of aging services in Pennsylvania.

Values

- Respect and trust
- Courageous character
- Enthusiasm
- Perseverance
- Authenticity
- Responsiveness
- Innovation
- Collaboration

Eligibility

The Fellows in Leadership program is available to anyone who works for a LeadingAge PA member, irrespective of clinical or managerial experience. It is far more important for potential LeadingAge PA Fellows to demonstrate deep leadership potential within their organizations than it is for them to carry specific job titles.

A $1,750 tuition payment (non-refundable and non-transferable) is required from each LeadingAge PA Fellow’s organization. In addition, lodging, travel expenses and some meals are also paid by each LeadingAge PA Fellow’s organization (the costs incurred vary depending on the locations of the site visits). Organized group meals provided during the sessions are at no additional cost.

LeadingAge PA Fellows should plan on spending 10-15 hours a month working on Fellows in Leadership activities.

LeadingAge PA Fellows will need access to a personal computer for regular e-mail contacts.
Letter of Commitment

Applicants are required to submit a Letter of Commitment by mail/fax as well as having their sponsor* provide a signed copy by October 25, 2013 to:  LeadingAge PA
c/o Fellows in Leadership
1100 Bent Creek Boulevard
Mechanicsburg, PA 17050
Fax (717) 763-1057

* 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

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.

Please provide a brief summary description of experience in aging services and your current position.

In what other ways would you describe your organization (urban/rural, number of persons served/employed, corporate structure)?

What are some defining characteristics that make your organization unique (innovative programs for staff and residents/clients)?

Do you intend on remaining employed with a LeadingAge PA member for the duration of the Fellows in Leadership program? Affiliation with a non-LeadingAge PA member could result in removal from the program.

Letters of Reference

Applicants are required to obtain two professional letters of reference; one of which should come from a position of senior leadership within your organization. We suggest approaching selected references early in the process to ensure they are completed prior to the October 25, 2013 deadline.

Leadership Essays

Please complete your personal leadership essay on a separate sheet of paper using the following points as headers. Please make sure you provide enough information to give the selection committee insight into your history and desire to be part of this program. Please limit your responses to no more than 500 words per essay question.

1. Describe the capacities that 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. In doing so, please refer to a significant professional achievement, your specific role in attaining that achievement and the impact it had on your organization.

2. Describe the perspective and knowledge you hope to acquire as a result of your participation in Fellows in Leadership 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 Fellows in Leadership experience to enhance aging services within your organization, your community and at the state level.

Submission Deadline

To ensure consideration, please complete the application packet and mail to the LeadingAge PA office by October 25, 2013. Applications that fail to meet all guidelines or are incomplete cannot be considered for review. Applicants will receive notification of their acceptance status by November 30, 2013.

Evaluation Criteria

All application submissions will be reviewed to ultimately assemble a diverse class of LeadingAge PA Fellows (in terms of life experience, leadership roles, geography, type of organization, as well as other unique characteristics). A committee of LeadingAge PA 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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Please include:

Current Contact Data and Organization Information

Name:
Employer:
Position/Title:
E-mail address:
Business Mailing Address:
Address:
City:         State:   Zip:
Phone:

Home Mailing Address:
Address:
City:         State:   Zip:
Phone:

Preferred Mailing Address (check one):  ☐ Business   ☐ Home

Sponsoring Organization’s Commitment

If selected, the LeadingAge PA Fellows community or the participant agrees to:

- Provide travel and lodging costs associated with the program.
- Allow adequate time with the completion of assignments that will enhance the understanding and application of the content areas of each session.
- Allow the LeadingAge PA Fellow time to connect with his or her coach and actively participate in distance learning activities.

Signed:  Supervisor

Enrollee Commitment

If selected, the participant agrees to the following Learning Schedule:

- Attend all four sessions – no exceptions unless a letter is written by the sponsoring organization to Fellows in Leadership.
- Complete assignments to enhance the understanding and application of the content areas.
- Connect monthly via conference call with your Fellows in Leadership group and assigned coach to discuss assignments, ongoing development, and additional professional development opportunities.
- Actively participate in available online networking opportunities and information sharing.
- Remain employed with a LeadingAge PA member for the duration of the program.
- Grants permission and consent to LeadingAge PA to use photographs taken throughout the course of the Fellows in Leadership program in association marketing materials, print and web-based publications and related media.

Signed:  Applicant