



# LEADERSHIPVIP

*vision ★ inspiration ★ passion*

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# About the 2024 LeadingAge Indiana Leadership VIP Program, exclusively sponsored by Samaritan Alliance

The LeadingAge Indiana Leadership VIP program is a six-month program designed to develop statewide aging services leaders. The program provides a challenging and engaging learning environment that enhances the leadership capacity of aging services professionals, so they are better equipped to serve our field.

## Program Curriculum

The Leadership VIP curriculum draws on adult learning theory and assessments to delve into the core principles of transformational leadership and innovation. The program emphasizes self-awareness and relationship building through a variety of education methodologies.

Participants will attend four in-person sessions as outlined in the schedule above. Sessions will focus on:

- **Session 1: Communication: Connecting Through Conversation**

This course highlights to leaders that engaging the “head” – the business outcome of the conversation – is just as critical as recognizing and addressing the “heart” – people’s feelings, such as being respected or appreciated. Leaders will recognize the role of emotional intelligence in success as a leader as they develop foundational leadership skills that apply to the wide range of workplace situations they must handle.

- **Session 2: Adaptive Leadership: Tools and Techniques to Transform Individuals and Organizations**

This course raises leaders’ awareness of the differences among people and situations. It teaches leaders how to enhance the effectiveness of their interactions by adapting their approach to people based on what they want to discuss and how they think people will respond. By better meeting the needs of each individual, leaders create higher levels of engagement and organizational results.

- **Session 3: Coaching – Moving People Forward and Managing Conflict**

In this course, leaders recognize the benefits of a growth mindset. The insight tool measures how they generally will learn to view others’ growth potential. They learn and practice a practical approach to coaching in the moment, in any situation.

- **Session 4: Developing Employees and Goal Setting**

This course will show the positive impact of shifting the traditional role of planner and evaluator from the leader to a shared responsibility between leader and employee. This shift builds employee ownership and allows the leader to focus on coaching and developing throughout the performance cycle. Leaders will experience how to use effective goals (SMART) to help them and their employees track progress and fairly evaluate outcomes. A well-written performance plan is also a powerful tool for leaders to use when determining where to focus their development and coaching discussions with their employees. Development is critical to attracting and retaining talent, driving employee engagement, preparing future leaders and ultimately ensuring the success of the organization. In this course, learners are introduced to a practical process to guide their own and their direct reports’ development-planning efforts. The outcome is a meaningful development plan that supports the organization’s current and future business needs.

2024 Leadership VIP Program Calendar

Date	Content	Location	Notes
February 15 – March 15	<b>DISC Profile and Leadership 360 Assessments sent to registrants and returned</b>	Email	
Tuesday, April 9 <sup>th</sup> (Full-Day, 9 a.m. – 4 p.m.) – Wednesday, April 10 <sup>th</sup> (Half-Day, 8:30 a.m. – 12:30 p.m.)	<b>SESSION 1</b> <b>First Full-Day:</b> Communication: Connect Through Conversations <b>Second Half- Day:</b> LAIN 101, Advocacy, Association Leadership, Mentoring and Small-Groups  (9 CEUs)	LeadingAge Indiana Office	
Tuesday, April 30 <sup>th</sup> (Full-Day prior to Spring Conference)	<b>SESSION 2</b> <b>Full-Day: Adaptive Leadership</b>  (6 CEUs)	Sheraton at Keystone at the Crossing, Indianapolis, IN	Leadership VIP program registration fee includes registration for the Nurse Appreciation Dinner (April 30) and Spring Conference Registration (May 1-2).
Thursday, June 13 <sup>th</sup> (Full-Day, 9 a.m. – 4 p.m.) – Friday, June 14 <sup>th</sup> (Half-Day, 8:30 a.m. – 12:30 p.m.)	<b>SESSION 3</b> <b>Full-Day:</b> Coaching – Moving People Forward and Managing Conflict <b>Second Half- Day:</b> Facility tour, Mentoring and Small-Groups – TBD  (0 CEUs)	Providence Health Care Terre Haute, IN	
Tuesday, July 30 (Full-Day) – Wednesday, July 31 (Half-Day)	<b>SESSION 4</b> <b>First Full-Day:</b> Developing Employees and Goal-Setting <b>Second Half- Day:</b> Facility Tour, Mentoring and Small-Groups – TBD  (9 CEUs)	Byron Wellness Community Fort Wayne, IN	
August	<b>VIRTUAL CHECK- INS</b>	VIRTUAL	
Wednesday, September 11th	<b>Fall Conference Leadership VIP Graduation</b>	Embassy Suites Noblesville, IN	Leadership VIP program registration fee includes registration for the Nurse Appreciation Dinner (September 10) and Fall Conference Registration (September 11-12).

## Assessments

**DISC Profiles:** This personal Assessment tool improves work productivity, teamwork, and communication. It helps people discuss their behavioral differences by providing a common language they can use to better understand themselves and to adapt their behaviors to others.

**Executive 360:** A 360-degree leadership assessment is a form of feedback for leaders in which their skills, effectiveness and influence as an executive, leader or manager are evaluated. With this sort of evaluation, the leadership in a company receives feedback from a set of colleagues.

## Facilitator

The core course sessions are facilitated by Lena Morris, Vice President of Careers, Culture and Development at Indiana Electric Cooperatives. Leana joined EUC in 2014 and previously served as the association's director of training and development. She has over 15 years of experience in professional development and training, including roles with Target corporate and Roche Diagnostics. She is a graduate of Kentucky State University and has earned learning and development certifications from DDI, DISC, Emotional Intelligence Training Company and Bell Leadership Institute. She is also a certified executive coach through NeuroLeadership Institute.

## Group Discussions and Exercises

During each face-to-face meeting, Leadership VIP Fellows engage in group exercise and discussions of ways and contexts in which leadership theories can be applied to real-world settings in and outside the aging services field. The use of reflective, creative, and interactive education techniques helps Fellows embrace diversity of thought, move beyond pre-conceived assumptions and view their own experiences and those of others as teaching moments/opportunities.

## Member Site Visits

Selected site visits are designed to expose Fellows to innovative organizations across the aging services continuum and the visionary leaders who enable transformation. Hearing about these organizations and the contributions of staff (at all levels) responsible for creating unique care environments and programs allows Fellows to gain a deeper understanding about the aging services field while witnessing the traits of impactful leaders.

## Leadership VIP Mentors

Fellows interact with mentors and aging services leaders and other field experts, engaging in intimate dialogue about influencing change and promoting innovation in their organizations and communities.

## Program Requirements

The program’s interactive nature demands a high level of participation and requires that Fellows complete all projects, assignments and readings as well as attend all program-related meetings, site visits, sessions, and conference calls. In the event that a Fellow no longer meets the program’s eligibility criteria, including being employed by an aging services employer, his/her continued involvement in the Leadership VIP program is subject to review and should be brought to the attention of LeadingAge Indiana staff.

## Eligibility

The program is available to LeadingAge, INALA, IHSPCO and HOPE member communities irrespective of clinical or managerial experience. Leadership potential within one’s organization is far more important than a specific job title. We encourage the identification and application of staff that are emerging leaders within member communities. Non-members are also eligible to participate at a slightly increased rate. If a Fellow’s employment status changes or if he or she fails to meet any of the program’s eligibility criteria, continued participation in the Leadership VIP program is subject to review by LeadingAge Indiana.

## Financial Commitment

**Thanks to a generous sponsorship from Samaritan Alliance, the program cost has been significantly reduced and all PROVIDER members are receiving a discounted registration fee.**

Upon acceptance, the tuition payment (non-refundable and non-transferable) is required from each LeadingAge Indiana Fellow registrant. Tuition includes meeting materials and meals provided during sessions. **LeadingAge Indiana also provides complimentary registrations for each LeadingAge Indiana Leadership VIP Fellow to attend the 2024 LeadingAge Indiana Spring Conference, April 30 – May 2, 2024 at the Sheraton Indianapolis at Keystone at the Crossing, Indianapolis, IN and the 2024 LeadingAge Indiana Fall Conference, September 11-12 at the Embassy Suites Hotel in Noblesville, IN.** Lodging and travel expenses will be incurred by the member community.

LAIN requires a minimum of 5 registrants in order to host the program. Registrants will be notified if the registration minimum is not met, and a full refund will be issued.

- **LAIN, INALA, IHPCO and HOPE PROVIDER Members: \$2,200**
- **Non-Members: \$3,000**

## Application Process

Please submit your completed registration online on the LeadingAge Indiana website by **March 22, 2024**.

### Application Checklist

- [Online Application](#)
- [Completed Supervisor Commitment Agreement](#) - must be completed 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 of Commitment.
- Registration Fee

## Continuing Education

A maximum of 33.0 hours of continuing education credit for Licensed Indiana Nursing Home Administrators may be earned by attending all sessions, not including the Spring and Fall Conferences. Each educational session will be applied for separately and every session attended will be credited with CEUs. Participant must attend the entire session to receive credit.

## Questions

Please direct questions to Emily Berger, LAIN Events and Member Services Director, [eberger@leadingageindiana.org](mailto:eberger@leadingageindiana.org).