

# Emerge Leadership Academy

*Growing leaders, empowering positive change*

2019

**Sponsored By:**

## Program Description

The Emerge Leadership Academy is designed for new and aspiring Iowa aging service leaders to take their abilities to their own next level. This highly interactive eight-month program blends classroom learning with dynamic experiences including networking, learners learning from learners, visiting some of the most exciting programs in the state and accountability for applied learning. Four two-day summits include community visits throughout Iowa that make a difference in a variety of ways for older adults. Experienced leaders will share their knowledge and participants share insights to make each cohort stronger to make a difference for older Iowans.

Fellows will see a variety of approaches to serving clients while focusing on developing their leadership style. Each summit includes site visits, content delivered in a variety of learning styles, collaborative conversations, exposure to external forces impacting the profession and cutting-edge leadership theories. During the time between summits, participants will keep in touch by sharing application and learning where it counts the most - in their everyday work. Assigned reading and discussion strengthens knowledge for individuals. This multi-layered approach is designed to integrate theory into practice for leaders.

Emerge Faculty will also communicate with leaders of the sponsoring organizations to ensure they are aware of the Academy activities and progress.

### 2019 Emerge Leadership Academy

<b>Summit 1</b> <b>Leading Self</b> February 12-13 Cedar Falls	<b>Summit 2</b> <b>Leading Others</b> April 2-3 Perry	<b>Summit 3</b> <b>Leading without Title</b> June 11-12 Fort Dodge	<b>Summit 4</b> <b>Leading Everywhere</b> August 6-7 Iowa City
Focusing first on leading self, individuals explore their own point of view and their unique perspective in leadership. The program explores personal strengths, emotional intelligence and self-awareness to help participants gain insight into their leadership approaches.	Leading other people, those we work with, as well as residents and clients distinguishes a leader's character. This workshop focuses on people-dynamics, service excellence and how to move through conflict with cognizance and best outcomes in mind, from the other person's point of view.	While leadership is often about influencing others, many situations require people step up without assigned roles and structure. This summit looks at systems awareness and reading environments to discover best approaches to effect change in effective ways.	Strong leaders show their passion and make a difference through their presence in many ways. This final meeting ties learning of all the summits together so participants grow in innovative thinking and lead the way. Individuals consider what strategic partnerships might be built to lead powerfully into the future of senior care.

## Emerge Fellows Testimonials

*"I took a plethora of useful information away with me. I look forward to utilizing the things that I learned into my daily practice."*

*"What I liked best is the interaction between Fellows, Mentors, and Instructors and the trust and support of everyone who attended."*

*"The Emerge class has accomplished exactly what I identified as my goal at the very first leadership summit – increase my confidence in my leadership skills."*

*"This program is an invaluable program and the tools I have learned provided me with some confidence to become an effective health care leader."*

*"What I liked best was the networking, time of reflection, touring facilities, meeting new leaders, sharing resources and receiving motivational books to read!"*

*"I thought the the Emerge training overall was an amazing experience. I am extremely grateful to my company, LeadingAge Iowa, and BluOpal for allowing me to go through this. I learned so much about leadership and my own personal leadership styles and capacity. THANK YOU!"*

## Leadership Components

The Emerge Leadership Academy is open to LeadingAge Iowa members. The tuition is \$2,500 per participant. Register at [www.LeadingleAgeIowa.org/Emerge](http://www.LeadingleAgeIowa.org/Emerge).

### Tuition fees include:

- Four 2-day summits. Site visits showcasing visionary leadership and innovation both within and outside the aging services field.
- Registration at the LAI Spring Conference on May 1-2, 2019, at the Meadows Conference Center in Altoona.
- Registration at the LAI Fall Leadership Conference on September 11-12, 2019, at the DoubleTree by Hilton Hotel in Cedar Rapids Convention Complex. **EMERGE graduates will present their project** at this conference. A networking event targeted for EMERGE current and past graduates is scheduled as well as the EMERGE graduation ceremony.
- Refreshment breaks and lunches at each of the onsite programs, as well as dinner with coaches, faculty, and class on the first night of each summit.
- Small group coaching sessions throughout Academy experience.

### Cancellation and Refund Policy

**The registration deadline is January 11, 2019.** No-shows will be billed. Substitutions welcome prior to the first summit. A full refund will be given to all cancellations received 10 or more business days prior to the first meeting date. A \$125 administrative fee will be charged to all cancellations received six to nine business days prior to the first meeting date. No refunds will be given to cancellations received five or fewer business days prior to the first meeting date. Refunds will be calculated by the date received and the LeadingAge Iowa business days remaining prior to the first meeting date. LeadingAge Iowa reserves the right to cancel the program due to insufficient enrollment, in which case pre-registered participants will be notified and full refunds provided. All cancellations and substitution requests must be sent by email to Amy Huisman ([ahuisman@leadingageiowa.org](mailto:ahuisman@leadingageiowa.org)).

Applicant Commitment	Sponsor Commitment
<ul style="list-style-type: none"><li>• Attend and actively participate in each of the four summits – no exceptions and the LAI Spring and Fall conferences.</li><li>• Complete assignments to enhance the understanding and application of the content areas.</li><li>• Actively participate in the online communication and monthly conference calls with your team and assigned coach.</li><li>• Complete a project that benefits your sponsoring organization and aging services and feature a project poster at the fall conference tradeshow exhibit hall.</li><li>• Remain employed with a LeadingAge Iowa member for the duration of the program.</li></ul>	<ul style="list-style-type: none"><li>• Provide tuition in full and cover any other travel, meals, and lodging costs associated with the program for all four summit sessions.</li><li>• Allow adequate time for the completion of assignments that will enhance the understanding and application of the content area of each session.</li><li>• Allow time for the Fellow to attend all four course sessions, participate in conference calls with his or her coach, and actively participate in distance learning activities. It is necessary to make a firm commitment to allow the Fellow to attend all four sessions. Inquire about and consider implementation of Fellow's learning project.</li></ul>

## Questions

Please contact Amy Huisman with any questions  
[ahuisman@leadingageiowa.org](mailto:ahuisman@leadingageiowa.org)  
515-440-4630

## Continuing Education

**Nursing Home Administrators** – 11.5 contact hours maximum for each summit. This program is intended to meet the criteria established by the Iowa Board of Examiners for Nursing Home Administrators. If audited, you will be asked to provide your certificate of attendance and program material. Retain certificate for four years.

**Social Workers** – 11.5 contact hours maximum for each summit. This program is intended to meet the criteria established by the Iowa Board of Social Work Examiners. If audited, you will be asked to provide your certificate of attendance and program material. Retain certificate for four years.

**Iowa Board of Nursing Provider #67:** – 11.5 contact hours for each summit. Providership regulations do not allow for partial credit to be given for any portion of this program. Retain certificate for four years.

**Assisted Living Leadership Recertification** - 11.5 contact hours for each summit towards continuing education for maintaining Assisted Living Leadership Certification.

For other long term support and service provider professional not listed above: Most licensure boards, credentialing agencies and professional organizations have processes that allow individuals to earn a certain number of CEUs for non-preapproved programs and/or to accommodate self-submission for approval of continuing education hours after the event takes place with proper documentation from the program sponsors. Most also require information objectives, date/time of presentation, agendas, faculty bios and number of hours earned. If you require information for this purpose, please contact Amy Huisman in advance for assistance.

## Faculty

Faculty leaders are from BluOpal Consulting, LLC. BluOpal guides organizations to achieve results by awakening the power in people. Feel free to check them out at [www.bluopal.com/our-team](http://www.bluopal.com/our-team). BluOpal leaders come from diverse backgrounds, yet have been making health care and senior care leaders better for more than 15 years. The program will also incorporate coaching for the fellows by Iowa alumni of the LeadingAge Leadership Academy.



**Vision:** To be the champion for advancement and innovation in aging services.

**Mission:** The voice, support, and connector for non-profit members and the people they serve.

**Values:** Integrity ~ Leadership ~ Compassion.

Emerge Leadership Academy incorporates these essential building blocks into the program as all leaders need a “North Star” to guide and align the journey. Fellows actively utilize Mission, Vision & Values to approach their leadership and make a difference.

*LeadingAge Iowa  
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