



There is no doubt in my mind that Orchard Cove is a better and stronger community because of the impact the many graduates of the MA Leadership Academy have had on our spirit of innovation and excellence. It's been inspiring to witness the growth of each individual who has gone through the program. They have become more confident in their skills, they have learned new ones, they have deepened their passion for our field and made life-long connections. I look forward to continuing to support their journey as leaders in the field who will, together, truly transform the way we support aging.



Aline Russotto
Executive Director, Orchard Cove

What is The Leadership Academy?

The Leadership Academy is a nine-month long program which takes a small class of LeadingAge MA members on a journey to hone their leadership skills. Academy participants will learn to enhance their personal leadership style. Through engaging exercises, productive homework, and an individual project, participants will explore how to be actively contributing to those around them and to bring out the best of themselves and others. They will learn to create trust amongst their staff and colleagues while recognizing the need to promote a culture of mutual respect. As the participants build their skills and competencies, they will be encouraged to practice what they have learned within their respective organizations. Our primary goal of this program is to have each participant grow into their best selves so they may further the aspirations of their organization.

About the Instructor:



Steve Colwell comes to the work of developing great leaders from a place of deep passion...

Following a successful career in Hospitality, Steve made the leap to Senior Living where he led Hebrew SeniorLife's NewBridge on the Charles for nearly 14 years. During his tenure there, Steve had the opportunity to hone his own leadership style and to help his staff grow within the organization. In addition to his wealth of knowledge in business operations and the field of aging services, Steve brings with him an incredible ability to help those around him to step into their fullest potential. Steve is an educator at heart and his passion for leadership development is evident in how he shows up to every interaction.



LeadingAge®
Massachusetts
Leadership Academy



**Developing skilled
& impactful leaders
in the field of aging services**

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Who Should Apply?

Successful candidates will have a strong desire to look inward on both their strengths and areas for growth. The instructor will challenge each student to learn about their personal leadership style while also recognizing the ability to tap into others' strengths. Candidates should have a minimum of two years experience managing others, leading a project(s) or serving as a leader within their department or team. To get the most out of the program, candidates will currently be in this role.

Participants must be committed to attending a day-long, in-person class once each month which will be located at LeadingAge MA member communities in various locations across the state. Practice and homework designed to enhance the learning each month will never exceed three hours per week. Dates and locations are to be determined and will be provided to participants upon acceptance into the program. Participation in the program is contingent upon employment by a LeadingAge provider member.

Tuition

\$1650 tuition per participant. Tuition includes all class fees, meals and handouts.

Want to Learn More?

For further information on the program and application process visit www.LeadinAgeMA.org/Academy or email info@leadingage.org

Curriculum Overview

Class 1 – Listening and Commitment

September

Participants will learn about the three levels of listening and how to create a more connected conversation, while declaring their commitment for why they are part of the course.

Class 2 – Five Speech Acts

October

The class will explore the five speech acts that have a significant impact on every business. Students will learn about the importance of promises and how they affect reputations, the power of making requests, the value of assertions in problem-solving, how assessments shape our perceptions, and the impact of declarations in setting future possibilities in motion.

Class 3– Higher Intentions v. Goal Setting

November

Participants will learn how to create effective goals using the SMART criteria, as well as how to create a powerful higher intention that allows them to make a positive impact, benefit others, and offer new opportunities for themselves, others, and/or their organization.

Class 4– Handling Conflict

December

This class will teach participants how to handle conflict effectively by identifying the causes and getting "hooked" in a disagreement, practicing with mock conflicts, and investigating actions in mishandled promises and conflicting assessments.

Class 5– Teams, Trust, and Honesty

January

In this class, we will discuss the make-up of great teams. The class will share stories about what is needed for trust and honesty within any gathering. We will consider the value of leadership vulnerability.

Class 6– Continuous Improvement

February

This class focuses on personal and organizational growth through exploring mindsets, creating a culture of continuous improvement with Lean Six Sigma and post-event deconstructions, and learning how to create lasting change with the workforce team.

Class 7– Strategic Thinking & Career Development

March

This class focuses on anticipating challenges by discussing market trends and evaluating an organization's SWOT analysis, and then exploring each student's skills and values to understand their workplace expectations.

Class 8– Project Presentations

April

Students will showcase their year-end projects and receive constructive feedback from their peers while practicing their leadership skills during the Q&A portion.

Class 9– Going Forward

May

In this class, students take the lead by deconstructing the course to improve it for future participants, sharing professional concerns, and reviewing how they wish to continue making improvements and contributions. Celebrate!