

# LeadingAge™ Wisconsin

presents



# I-LEAD

*Learn Empower Achieve Deliver*

## 2024-2025 Application

Sponsored by



## Mission

I-LEAD is an engaging growth and development experience resulting in self-awareness, peer networking, and a discovery of new practices designed to inspire and motivate.

## Vision

To elicit the greatness within a group of high potential leaders who will elevate their organizations, the greater communities, LeadingAge Wisconsin, and the senior living field to new heights of passion, adaptation, and innovation.

## Values

- **Life-long learning:** Embrace and apply new knowledge and wisdom about ourselves, our colleagues, leadership, and the field.
- **Integrity:** Be honest and true to our authentic self, and respect the values and opinions of others.
- **Compassion:** Seek first to understand and then to be understood.
- **Collaboration:** Building a positive, creative, and safe environment.

# 2024-2025 Learning Schedule and Themes

Participants will engage in four face-to-face learning experiences, most of which will be held at member communities throughout the state and which include intimate conversations with aging services leaders and self-exploration of leadership styles through exercises and readings. The selected dates and themes for the 2024-2025 I-LEAD Leadership Development program are as follows:

## *L*earn -- **May 15-16, 2024**

Identify your learning style, explore other approaches to learning, and respect the learning style of others.  
Understand the principles of leadership.  
Develop your personal and authentic approach to leadership.  
Foster leadership based on values.

## *E*mpower -- **August 21-22, 2024**

Learn the role and value of self and others.  
Appreciate the richness of diversity.  
Respect the opinions and trust the abilities of others.  
Work together through differences to drive success.

## *A*chieve -- **October 23-24, 2024**

Foster innovation.  
Pursue educated risks.  
Encourage collaboration and partnerships.  
Champion sustainable change.  
Embrace the future.

## *D*eliver -- **January 8-9, 2025**

Manage your energy so as to achieve full engagement.  
Provide service and utilize talent in alignment with your passion.  
Do what you say you will do.  
Hold people accountable for what you expect them to do.  
Produce results through others.  
Serve your organization and the greater community.

## Eligibility

I-LEAD is available to anyone who works for a LeadingAge Wisconsin member or subscriber. It is preferred that Fellows have previous supervisory or leadership experience (formal or informal) and formal education beyond high school that demonstrates a true commitment to self-improvement and a passion for leadership growth. For purposes of I-LEAD, it is far more important for Fellows to demonstrate potential within their organizations than it is for them to carry specific job titles.

LeadingAge Wisconsin will provide complimentary registration to Fellows for the 2024 Fall Conference (September 25-27, 2024). Breakfast, lunch, and break refreshments are provided during each class session at no additional cost. A non-refundable and non-transferable tuition payment is required from each Fellow's sponsoring organization (\$1325 per person for provider members/subscribers or \$2650 for associate members). In addition, all lodging and travel expenses (including dinner expenses on class days) will be paid by the sponsoring organization. (The costs incurred vary depending on the locations of the face-to-face learning experiences).

Fellows should plan on spending between 10-15 hours per month working on I-LEAD Leadership Development program activities in addition to one hour each month for monthly team conference calls. Fellows will need access to a personal computer for regular e-mail contacts and to participate in the I-LEAD virtual community.

## Submission Deadline

Please complete the application packet and submit it (through the mail or electronically) to the LeadingAge Wisconsin office no later than March 15, 2024. All applications must be received in the mail or electronically by the March 15th deadline to be considered for review. Applications that fail to meet all guidelines or are incomplete will not be considered for review. Applicants will receive notification of acceptance into the I-LEAD Leadership Development program no later than the week of April 1, 2024.

## Evaluation Criteria

All application submissions will be carefully reviewed to ultimately assemble a diverse class of Fellows (in terms of life experience, work experience, geography, type of organization, as well as other unique characteristics). A committee of LeadingAge Wisconsin 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 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 capacity to become a transformational leader?

## Important Dates

March 15, 2024	Your application must be submitted to the LeadingAge Wisconsin office
Week of April 1, 2024	You will be notified about your acceptance into I-LEAD
April 19, 2024	Payment of your full tuition is due
May 15-16, 2024	First I-LEAD learning experience
August 21-22, 2024	Second I-LEAD learning experience
September 25-27, 2024	LeadingAge Wisconsin Fall Conference
October 23-24, 2024	Third I-LEAD learning experience
January 8-9, 2025	Fourth I-LEAD learning experience



# I-LEAD

*Learn Empower Achieve Deliver*



*"I-LEAD has provided me with tools I will use for the remainder of my professional life and will also implement in my personal life. Recognizing my growth and realizing the bonds I've built with others are things I will always appreciate that the program has allowed me to do."*

(Ann Libbin, Director of Social Services, Harbor Haven, Fond du Lac)

*"The dedicated time to focus on leadership development and the close relationships formed with fellows and coaches was invaluable. I will carry the lessons learned and the relationships formed through the rest of my career."*

(Marissa Kornack, Administrator, Norwood Health Center, Marshfield)

*"I-LEAD has been an amazing experience! I have learned so much to bring back to my work and personal life. I have gained so much perspective and confidence in myself as a leader, which I definitely was lacking prior to attending. The friendships I gained from I-LEAD will last a lifetime. "*

(Tabbetta McNally, Clinical Coordinator, St. Paul Elders, Kaukauna)

# 2024-2025 Application

Return your completed application and all required supporting materials by March 15, 2024.

**LeadingAge™**  
**Wisconsin**  
*Better Services for Better Aging*

204 South Hamilton Street  
 Madison WI 53703  
 JMashak@LeadingAgeWI.org

## Summary of Qualifications Checklist

Please submit the following information along with your completed application (*remember that incomplete applications will not be reviewed*):

- A resume or brief description of your work experience, educational background, and other pertinent information (please limit your submission to no more than two pages).
- A brief summary description of your work experience in the field of aging services and the responsibilities associated with your current position (please limit your submission to no more than two pages).
- You must write an essay response to all three questions below (applicants must submit three separate essays total). Please make sure you provide enough information to give the selection committee insight into your experience and desire to be part of this program. One or two sentence answers are not recommended, but please limit your submission to no more than 500 words per essay.
- **Essay #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. In doing so, please refer to a significant professional achievement, your specific role in attaining that achievement, and the impact it had on you and your organization.
- **Essay #2:** Describe the perspective and knowledge you hope to acquire as a result of your participation in I-LEAD.
- **Essay #3:** Describe your personal commitment to the field of aging services and how you envision using your experience in I-LEAD to enhance aging services within your organization, your community, and at the state level.
- Two letters of professional reference (at least one from your sponsoring organization, preferably from your supervisor or the organization's CEO). We suggest approaching selected references early in the process to ensure they are completed prior to the March 15, 2024 deadline. (Please limit your submission to no more than one page per letter). Please include letters of reference in your completed application packet.

## Questions

For additional information on I-LEAD or for questions regarding the application process, please contact Janice Mashak at LeadingAge Wisconsin. She can be reached at JMashak@LeadingAgeWI.org or 608-398-8084.

Please return completed applications to: Janice Mashak, LeadingAge Wisconsin, 204 South Hamilton Street, Madison, WI 53703; JMashak@LeadingAgeWI.org.

## General Contact Information

Name: \_\_\_\_\_ Employer \_\_\_\_\_

Sponsoring Organization Membership Type  Provider Member  Provider Subscriber  Associate Member

Position/Title \_\_\_\_\_

E-mail Address \_\_\_\_\_

Business Mailing Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Business Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Is there any situation or condition that you are aware of that could impact your ability to attend any of the four scheduled training sessions?  Yes  No If yes, please explain: \_\_\_\_\_

## Optional Demographic Information

LeadingAge Wisconsin is dedicated to assembling a diverse class of Fellows for the I-LEAD Leadership Development program. The following self-identification is strictly voluntary.

Gender	Age	Race/Ethnicity	
<input type="checkbox"/> Male	<input type="checkbox"/> 18-29 years old	<input type="checkbox"/> American Indian or Alaska Native	<input type="checkbox"/> Hispanic or Latino
<input type="checkbox"/> Female	<input type="checkbox"/> 30-49 years old	<input type="checkbox"/> Asian	<input type="checkbox"/> Native Hawaiian or Pacific Islander
<input type="checkbox"/> Other	<input type="checkbox"/> 50-64 years old	<input type="checkbox"/> Black or African American	<input type="checkbox"/> White
	<input type="checkbox"/> 65+ years old		

## Sponsoring Organization's Commitment

If selected, the Fellow's sponsoring organization agrees to:

- Provide tuition in full (\$1325 for a provider member/subscriber; \$2650 for an associate member) by April 19, 2024, and cover any other travel, meals, and lodging costs associated with the program for all four class sessions.
- Allow adequate time for the completion of assignments that will enhance the understanding and application of the content areas of each session.
- Allow time for the Fellow to attend all four course sessions, connect monthly 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.

Signed \_\_\_\_\_

President, CEO, Executive Director, or Administrator

Date

## Applicant Commitment

If selected, the Fellow agrees to:

- Attend and actively participate in each of the four course sessions -- no exceptions.
- Complete assignments to enhance the understanding and application of the content areas.
- Actively participate in the I-LEAD on-line community forum and monthly conference calls with your team and assigned coach.
- Connect monthly with your coach to discuss assignments and additional professional development opportunities.
- Remain employed with a LeadingAge Wisconsin member/subscriber for the duration of the program.

Signed: \_\_\_\_\_

Applicant

Date