



LeadingAge®  
Connecticut  
**LEADERSHIP**  
Academy

# 2025 Application

## ***Refreshed and Revived: A New Chapter***

*Become part of an inspiring community of aging services professionals as the LeadingAge Connecticut Leadership Academy opens its doors to emerging leaders from Connecticut, New Jersey & Delaware, and Rhode Island. This is your chance to embark on a year of exceptional leadership development with the refreshed Leadership Academy, crafted to elevate your leadership experience to new heights!*

LeadingAge®  
New Jersey & Delaware

LeadingAge®  
Connecticut

LeadingAge® RI

## 2025 LeadingAge Connecticut Leadership Academy

The *LeadingAge Connecticut Leadership Academy* is a regionally based leadership program that fosters and encourages leadership development within the LeadingAge Connecticut, LeadingAge New Jersey & Delaware and LeadingAge Rhode Island member organizations.

LeadingAge Connecticut has made the commitment to this forward thinking leadership program to ensure that we are developing leaders that will carry on the mission of expanding the possibilities for aging. Modeled after the national LeadingAge Leadership Academy program, the LeadingAge Connecticut Leadership Academy provides a year-long transformational leadership development experience that is accessible and affordable. We are pleased to partner with LeadingAge New Jersey & Delaware and LeadingAge Rhode Island to extend this experience to their memberships.

Transformational leadership is an inspiring and visionary leadership approach that creates significant change in the lives of people and organizations through strong relationships. Participants enrolled in the academy will be considered “fellows” and they will engage in a year-long leadership program that will include four two-day learning experiences in Connecticut which will be scheduled throughout 2025.

### **Mission:**

The LeadingAge Connecticut Leadership Academy provides aging services professionals with leadership development experiences that will transform them, the organizations they serve and the field of aging.

### **Values:**

- **Accountability:** Acknowledging your personal responsibility to yourself, your sponsor and peers by being present and participating in each session.
- **Authenticity:** Exploring our own leadership voices, based on personal values and self-discovery.
- **Stewardship:** Expecting that each of us will share our time and talent to move the field forward in a progressive and ethical direction.
- **Person-Centeredness:** Honoring the unique gifts of ourselves and others.
- **Integrity:** Holding ourselves, our colleagues and our organizations to a high standard of honesty, excellence and accountability.
- **Respect:** Demonstrating a willingness to hear all perspectives and consider opposing viewpoints.
- **Engagement:** Cultivating a passion for life-long learning, collaboration and being fully present.

## Connecticut Leadership Academy Facilitators

The Leadership Academy will be led by a team of facilitators whom are all alumni of the Leadership Academy: LeaAnn Blanchard, Executive Director, The Orchards at Southington; Michelle Pandolfi, Vice President, Whitney Center/ Executive Director, Thrive at Home; and Heather Stanton, Vice President of Resident Services and Community Life, Duncaster.



## ***Are You the Right Candidate for the Leadership Academy?***

The program is available to anyone who works for a LeadingAge Connecticut, LeadingAge New Jersey & Delaware or LeadingAge Rhode Island member, or works for a LeadingAge Connecticut Diamond or Platinum Partner organization. It is far more important for a candidate to demonstrate leadership potential within their organization than it is for them to carry a specific job title.

Once enrolled in the program, the fellow must commit to attending all four two-day Connecticut sessions, of which two sessions will require overnight stays. Fellows should plan on dedicating ten to fifteen hours a month working on Leadership Academy program activities and readings and be available for regular team communication.

If at any time a fellow's employment status changes and they are no longer employed by the supporting organization or they fail to meet any of the program's eligibility criteria, continued participation in the Leadership Academy is subject to review by LeadingAge Connecticut.

## ***LeadingAge Connecticut Leadership Academy Schedule and Themes***

Participating fellows will engage in four two-day face-to-face customized learning experiences that will include visits to LeadingAge Connecticut member communities, conversations with aging services leaders and self exploration of leadership styles through exercises and readings. The April and September sessions will require overnight stays and the cost is included in the tuition.

***The selected dates and themes for the 2025 LeadingAge Connecticut Leadership Academy are as follows:***

### ***Session 1: The Purpose Driven Leader • March 13-14, 2025***

This session will focus on uncovering or discovering personal "whys" while seeking to align personal values, actions and leadership framework with each individual's purpose. Additional learning focus includes creating learning organizations, understanding the principles of person-centeredness with residents and staff, adopting the concept of adaptive leadership, encouraging balance and renewal, fostering creativity and innovation, and changing organizational cultures.

### ***Session 2: Discovering Authentic Leadership • April 24-25, 2025***

This overnight session will focus on the exploration of personal values, developing our moral compass and self-reflective leadership practices, understanding our personality preferences and our crucibles of leadership, finding our leadership voice which will give us the confidence to transform our organizations.

### ***Session 3: Empowering and Inspiring Teams • July 17-18, 2025***

This session will focus on creating environments which encourage others, fostering collective visions for the future, developing trust, and building strong, committed teams within our organizations.

### ***Session 4: Building Relationships and Partnerships • September 18-19, 2025***

This overnight session will underscore the importance of relationship development, using our emotional intelligence, advocating for our organizations and the people they serve, forging partnerships outside the walls of our communities, and learning the best practices of other organizations.

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## **Tuition and Expenses**

Each fellow's employer is responsible for a **\$4,000 non-refundable** tuition payment and any related expenses including travel to the four two-day sessions in Connecticut. Two overnight sessions are mandatory and these two overnight accommodation expenses are included in the tuition.

LeadingAge Connecticut will provide each fellow with all required reading materials as well as complimentary registration to the 2025 LeadingAge Connecticut EXPO and LeadingAge Connecticut Annual Meeting. These dates are **May 7, 2025 and October 14, 2025**. Leadership Academy fellows should plan to attend both events.

## **Application Timeline**

Completed applications must be submitted no later than **January 15, 2025**. Applications that fail to meet all guidelines or are incomplete will not be considered for review. Applicants will receive notification of acceptance into the program by early-February.

## **The Application Evaluation Process**

All application submissions will be carefully reviewed to ultimately assemble a diverse class of fellows, including life experience, leadership roles, work experience, geography, type of organization, as well as other unique characteristics.

The application review will evaluate applications using the following criteria:

- How well defined, insightful and introspective is the leadership essay?
- Does the applicant demonstrate a personal commitment to the field of aging services?

## **Testimonials**

***"The Leadership Academy has been a wonderful and impactful experience as I continue to grow and learn as a leader in the healthcare world. Thank you for the insight, the tools, the compassion, and the new vision to help my journey to become not only a better leader, but more proudly a better individual."***

David Manger, Mozaic Senior Life, Connecticut Leadership Academy Fellow (2024)

***"Our organization is deeply committed to investing in the next generation of leaders and the LeadingAge Connecticut Leadership Academy has offered us an excellent opportunity to do so. The employees we have sponsored have transformed into amazing emerging leaders and their growth has had a positive impact on all who live and work within our communities."***

Lisa Connolly, NHA, MS, Vice President, Hartford HealthCare Community Network

***"Regardless of your years of experience, the Connecticut Leadership Academy is a great opportunity to make new connections with fellow leaders and expand your leadership tool box. So glad Saint Mary Home gave me the opportunity. A great growth opportunity and it was FUN!"***

Eric Dana, Vice President of Operations, Trinity Health Senior Communities, Connecticut Leadership Academy Fellow (2015)



## 2025 LeadingAge Connecticut Leadership Academy Application Requirements

Please submit the following information along with your completed application. We are not able to review incomplete applications.

- ***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 essay on the following topic: Describe your personal commitment to the field of aging services, share your journey into the field and illustrate your vision for the future of aging services.*** Feel free to refer to a significant personal or professional achievement, your specific role in attaining that achievement and/or the impact it had on you or your organization. Please express how this program might enhance your leadership qualities and/or the abilities you already possess. Please make sure you provide enough information to give the selection committee insight into your experience and desire to be part of this program, but limit your essay to no more than 750 words.
- ***One professional letter of reference.*** We suggest approaching your selected reference early in the process to ensure they are completed prior to the application deadline.

### Questions and Additional Information

For additional information regarding the LeadingAge Connecticut Leadership Academy or for questions regarding the application process, please contact Allison Anka at LeadingAge Connecticut at [aanka@leadingagect.org](mailto:aanka@leadingagect.org) or 203-678-4477 x 16.

### **Please return completed applications by January 15, 2025 to:**

LeadingAge Connecticut Leadership Academy  
110 Barnes Road  
Wallingford, CT 06492

Or return via email to LeadingAge Connecticut, [leadingagect@leadingagect.org](mailto:leadingagect@leadingagect.org).

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# LeadingAge Connecticut Leadership Academy Application

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

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

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

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

City : \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

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

Business Email Address: \_\_\_\_\_

Preferred Email Address if other than Business: \_\_\_\_\_

Dietary Restrictions: \_\_\_\_\_

## Sponsoring Organization's Commitment

**If selected, the fellow's sponsoring organization agrees to:**

- Provide non-refundable tuition and travel costs associated with the program.
- Allow adequate time for the completion of assignments that will enhance the understanding and application of the content areas of each session.
- Allow the fellow time to connect with his or her coach and actively participate in learning activities, including the four two-day learning sessions.

Sponsor's Signature: \_\_\_\_\_

Printed Sponsor's name and title: \_\_\_\_\_

Sponsor's Email Address: \_\_\_\_\_

## Applicant's Commitment

**If selected, the fellow commits to:**

- Attend and actively participate in each of the four two-day learning sessions.
- Complete assignments to enhance the understanding and application of the content areas.
- Actively participate in the 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.

Applicant's Signature: \_\_\_\_\_

Printed Applicant's name: \_\_\_\_\_