



LeadingAge Connecticut & Rhode Island

LEADERSHIP ACADEMY

Regional Leadership Development Program

In partnership with LeadingAge New Jersey & Delaware

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The LeadingAge Connecticut & Rhode Island Leadership Academy, now in its third year of partnership with LeadingAge New Jersey & Delaware, is a year-long professional development program for emerging and mid-level leaders in aging services. Modeled after the nationally recognized LeadingAge Larry Minnix Leadership Academy, the program builds the skills, knowledge, and confidence needed to lead in a rapidly evolving field.

Through a structured cohort experience, participants from member organizations across Connecticut, Rhode Island, New Jersey, and Delaware engage in mentorship, networking, and personal growth opportunities that strengthen both individual leadership capacity and organizational impact.

Grounded in transformational leadership, the Academy emphasizes meaningful change through vision, collaboration, and strong relationships. Participants, referred to as Fellows, participate in four immersive two-day learning experiences held throughout Connecticut, Rhode Island, and New Jersey. These sessions combine peer learning, self-discovery, and practical skill-building to develop confident, effective leaders.

Mission

To provide aging services professionals with leadership development experiences that transform them, the organizations they serve, and the field of aging.

Core Values

- ✓ **Accountability**
Showing up fully prepared, present, and responsible to self, peers, and sponsors.
- ✓ **Authenticity**
Developing an individual leadership voice grounded in personal values and self-discovery.
- ✓ **Stewardship**
Sharing time and talent to advance the field in a progressive and ethical direction.
- ✓ **Person-Centeredness**
Honoring the unique strengths and perspectives of self and others.
- ✓ **Integrity**
Upholding honesty, excellence, and accountability in all actions.
- ✓ **Respect**
Welcoming diverse perspectives and considering differing viewpoints.
- ✓ **Engagement**
Committing to lifelong learning, collaboration, and full participation.



Your Journey, Your Commitment

“The leadership skills and education that I have acquired through the Leadership Academy have been life changing, both personally and professionally. I will carry this education from the Leadership Academy with me forever.”

— Leadership Academy Alumni

“One of the key takeaways is the fact that we all face the same challenges and react and resolve them differently. The group is so willing to share successes and failures, and the experience has provided me with a large network of professionals in the industry that I know I can call on for support, assistance, and ideas.”

— Leadership Academy Alumni

“We have been fortunate to send employees to the Leadership Academy year after year. The learning aligns closely with our philosophy of resident-centered care and leadership development. Investing in our staff strengthens engagement, expands their vision, and reinforces our commitment to supporting both our residents and our employees.”

— Leadership Academy Sponsor

“Strong leadership cannot exist only at the very top. A hallmark of high-impact nonprofit organizations is a commitment to empower others, extending leadership development throughout the entire organization.”

— Leadership Academy Sponsor

Who Should Apply

- ➔ The Leadership Academy is open to employees of LeadingAge Connecticut & Rhode Island and LeadingAge New Jersey & Delaware member organizations, as well as staff of LeadingAge Connecticut & Rhode Island Diamond and Platinum Partner organizations. Selection is based on leadership potential, initiative, and commitment to growth—not job title. Ideal candidates demonstrate curiosity, self-awareness, and a strong desire to strengthen their leadership impact within aging services.

Commitment to Participation

- ➔ Fellows are expected to fully engage in all aspects of the program, including attendance at all four two-day sessions. Overnight participation is required for Sessions 2 and 4, as it is essential to cohort connection and relationship building.

Participants should plan to dedicate approximately 10–15 hours per month to readings, assignments, and cohort collaboration throughout the year. In order to fully participate in the Leadership Academy, Fellows must have the support of their sponsoring organization to provide the time and scheduling flexibility necessary to attend all sessions and complete program requirements.

Attendance is a critical component of the Leadership Academy experience. If a Fellow misses more than one session, LeadingAge Connecticut & Rhode Island reserves the right to review their continued participation and may discontinue enrollment in the program.

Purpose of This Commitment

- ➔ These expectations are in place to ensure Fellows are able to fully participate in the Leadership Academy and benefit from the cohort learning experience. Because the program is designed as a progressive, shared learning experience across four in-person sessions, consistent attendance and engagement are essential.

The time commitment and participation requirements support meaningful preparation, active contribution, and continuity of learning throughout the year for both Fellows and the cohort as a whole. Sponsoring organizations also play a key role in supporting this commitment by providing the time and flexibility needed for Fellows to fully engage in the program.

Program Participation Policy

- ➔ Continued participation requires ongoing employment with a qualifying LeadingAge Connecticut & Rhode Island or LeadingAge New Jersey & Delaware member organization. If a Fellow's employment with a qualifying organization ends, participation in the Leadership Academy will conclude at that time.

2027 Facilitators and Coaches

The 2027 LeadingAge Connecticut & Rhode Island Leadership Academy is facilitated by three experienced leaders from within the LeadingAge Connecticut & Rhode Island membership. All facilitators are alumni of the Leadership Academy, bringing firsthand understanding of the Fellow experience and practical leadership insight from within the field.

LeaAnn Blanchard

Executive Director, The Orchards at Southington, Hartford Healthcare

Michelle Pandolfi

Vice President, Whitney Center and Executive Director, Thrive at Home

Heather Stanton

Vice President of Resident Services and Community Life, Duncaster

Leadership Academy Schedule

The Leadership Academy includes four two-day, in-person learning sessions designed to build leadership capacity through immersive education, peer collaboration, and reflection. Each session incorporates visits to member communities, dialogue with aging services leaders, and experiential learning focused on leadership development in practice.

2027 Session Dates & Locations:

Session 1: January 28-29— Connecticut

Session 2: March 18-19 — Connecticut (overnight required)

Session 3: June 24-25 — Rhode Island

Session 4: September 16-17 — New Jersey (overnight required)

Locations within each state will be confirmed upon acceptance into the program.

Curriculum Themes

1. The Purpose Driven Leader
2. Discovering Authentic Leadership
3. Empowering and Inspiring Teams
4. Building Relationships and Partnerships

Tuition & Expenses

Each Fellow's employer is responsible for a **\$4,000 non-refundable** tuition fee, as well as any related travel expenses associated with participation in the four two-day sessions.

Tuition includes overnight accommodations only for Sessions 2 and 4, where overnight stays are required. If Fellows choose to stay overnight for Sessions 1 or 3, those lodging expenses are the responsibility of the sponsoring organization.

In addition, each Fellow will receive all required reading materials and complimentary registration to their respective LeadingAge state association's Annual Expo, as well as the LeadingAge Connecticut & Rhode Island Annual Meeting.

Fellows are expected to attend both events. Event dates will be shared upon acceptance into the program.

Application Review & Selection Process

Applications are carefully reviewed to assemble a diverse cohort of Fellows representing a range of leadership experiences, roles, geographic regions, and organizational types. To ensure broad representation across organizations and foster a diverse cohort experience, no more than two Fellows from the same organization may be selected for a single Leadership Academy class.

Evaluation criteria include:

- Clarity, insight, and reflection demonstrated in the leadership essay
- Demonstrated commitment to the field of aging services
- Overall leadership potential and readiness for development

Application Requirements

To be considered for the Leadership Academy, applicants must submit a complete application. Incomplete applications will not be reviewed.

Please include the following materials:

1. **Completed Application Form:** The attached application page must be fully completed and submitted with all required signatures and information.
2. **Resume or Professional Summary:** A resume or brief summary of work experience, educational background, and other relevant information. Submissions should not exceed two pages.
3. **Leadership Essay (750 words maximum):** Describe your personal commitment to the field of aging services, your journey into the field, and your vision for the future of aging services. You may include a significant personal or professional achievement, your role in that achievement, and its impact on you or your organization. Please also reflect on how this program may enhance your leadership abilities or further develop strengths you already possess. The essay should provide insight into your experience, motivation, and interest in participating in the Leadership Academy.

Application Timeline

Completed applications must be submitted by **Friday, September 25**. Incomplete applications or those that do not meet submission requirements will not be considered.

Applicants will be notified of acceptance decisions **by Friday, October 9**.

Submission Instructions

Completed applications should be submitted via:

Email:
leadershipacademy@leadingagectri.org

Mail:
LeadingAge Connecticut & Rhode Island
110 Barnes Road, Wallingford, CT 06492.

Please note: Admission to the Leadership Academy is competitive. Submission of an application does not guarantee acceptance. All applications are thoughtfully reviewed to ensure a strong and well-balanced cohort of future leaders.

Questions & Additional Information

For questions regarding the Leadership Academy, please contact us.

- **Allison Anka: Leadership Academy Coordinator**
 - aanka@leadingagectri.org
- **Faith McCarrick: NJ&DE Contact**
 - fmccarrick@leadingagenjde.org
- **Leadership Academy**
 - leadershipacademy@leadingagectri.org

LeadingAge Connecticut & Rhode Island Leadership Academy Application

Applicant Information

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 (if different from Business): _____

Dietary Restrictions: _____

Accommodations Needed: _____

Program Materials Preference

If selected for the 2027 Leadership Academy, please indicate your preferred format for receiving reading materials:

Hard Copy Audio Format

Sponsoring Organization Commitment

If selected, the sponsoring organization agrees to:

- Provide funding for the non-refundable tuition and associated travel expenses
- Provide protected time to complete assignments and participate fully in all four two-day sessions, including required overnight sessions
- Support ongoing coaching, learning activities, and program requirements throughout the year

I, as the sponsoring organization's representative, affirm our full support of this applicant and recognize them as an outstanding candidate for the Leadership Academy.

Sponsor Signature: _____

Printed Name & Title: _____

Sponsor Email Address: _____

Applicant Commitment

If selected, the Fellow agrees to:

- Attend and actively participate in all four two-day learning sessions
- Complete assigned readings and program activities to support learning application
- Participate in cohort-based learning activities, including virtual engagement opportunities
- Engage in ongoing coaching and professional development conversations throughout the program

Applicant Signature: _____

Printed Name: _____



LeadingAge[®]
Connecticut & Rhode Island
LEADERSHIP
Academy

Start Your Leadership Journey Today!

Apply today and be a part of the LeadingAge Connecticut & Rhode Island Leadership Academy Class of 2027.

(203) 678-4477

110 Barnes Rd, Wallingford, CT 06492

leadershipacademy@leadingagectri.org | leadingagectri@leadingagectri.org

www.leadingagectri.org