

LEADINGAGE OREGON  
**LEADERSHIP  
ACADEMY**



**2024-2025  
PROGRAM  
INFORMATION**





# INTRODUCTION

LeadingAge Oregon's Leadership Academy provides a transformative year-long learning experience, purposefully designed to empower aging services professionals in accelerating their leadership development.

Our comprehensive program equips participants with the skills and knowledge necessary to excel in our sector.

The program is facilitated by Jordan River Group ("JRG"). JRG takes a proactive approach in identifying growth opportunities for each program participant, working closely with them to create personalized playbooks tailored to their unique needs.

These playbooks serve as strategic guides, enabling participants to achieve repeatable and measurable outcomes, fostering their professional advancement.



## EMPOWERING LEADERS TO SHAPE THE FUTURE OF AGING SERVICES



- Quantified results reflecting program impact



- Collaborative cohort of peers



- Customizable curriculum



- Multi-channel content including on-demand learning

# PROGRAM OVERVIEW

This program is designed for individuals aspiring to enhance their leadership capabilities, network with like-minded leaders, and advance their careers by gaining a deeper understanding of aging services. Upon completing the Academy, participants will demonstrate readiness for elevated roles within their respective organizations.

## WHO

Aging services professionals from all departments, at the early or middle stages of their careers are encouraged to participate. It's specifically designed for individuals who demonstrate leadership qualities, regardless of their direct supervision of staff.



## WHAT

The Academy provides in-depth content on the fundamental building blocks of leadership with an emphasis on leading yourself and others. Participants engage in forums, fieldwork, and receive personalized coaching and mentorship.

## WHEN

This year-long program kicks off September 2024 and wraps up September 2025.

## HOW

Participants engage in dynamic activities and tools including: four in-person summits, monthly Zoom meet-ups, assessments, guest speakers, and one-on-one coaching sessions.

*Additional details on the following page*

## IMPACT

- Elevate your leadership capabilities
- Enhance your ability to deliver impactful business results
- Prepare for higher-level roles and responsibilities
- Boost your engagement within your organization

# DETAILS



Class of 2022-2023

**Fieldwork.** JRG hosts monthly Zoom calls, guiding engaging discussions on the designated leadership skill for that month. Participants actively apply the program's curriculum through on-the-job practice activities, with check-ins tracking their growth in each competency. Leveraging the "Skool" app, participants interact, engage in forums, celebrate achievements, and delve into enriching discussions on diverse topics. The app offers convenient access to a wide range of content, including videos, audios, proactive prompts, and chat dialogue.

**Coaching.** Throughout the program, JRG's experienced coaches actively engage with participants through group and one-on-one coaching sessions. With their guidance and supportive feedback, JRG helps participants identify goals, navigate challenges, and unleash their full potential.

**Assessments.** The Academy begins with an assessment designed to gauge participants' motivators, ideal work environment, and desired work outcomes. Following the Humantelligence assessment, participants will progress through a series of summits and fieldwork.

**Summits.** Thoughtfully crafted events that facilitate networking and knowledge transfer. Each focuses on a specific theme or behavior, featuring discussions, skill highlights, and dynamic group activities for enhanced comprehension and support. There are four summits: One held in conjunction with LeadingAge Oregon's spring conference (full conference participation is expected); the other three summits are full-day events with networking opportunities held at a member community.



-Matt-

This program is one of the most inspiring tracks I've taken. It's low pressure and self-paced, yet I feel naturally drawn into the curriculum and connecting with colleagues. It's been fulfilling to discuss and learn new leadership topics with professionals who have varying years of experience and backgrounds. I've found myself feeling more confident in my daily job and a better leader. It's gotten me out of my hesitations and indirectly put me in more collaborative moments with others. I'd highly recommend this program to all levels of professionals, whether you're a greenhorn or an older pair of shoes like myself.



# SCHEDULE

Month	Schedule & Focus
September	Initial call with each participant. Assessments distributed, followed by virtual appointments to review the assessments and outline the academy process. Initial kick off zoom meet up with full cohort.
October	Awareness <b>(in-person summit in conjunction with Fall Symposium)</b>
November	Resilience
December	Health & Wellness
January	Empathy
February	Conflict Management <b>(in-person at member community visit)</b>
March	Influence
April	Problem Solving
May	Adaptability <b>(in-person at LeadingAge Oregon Spring Annual Conference)</b>
June	Accountability
July	Anticipation
August	Ideation
September	Experimentation <b>(in-person at member community visit &amp; graduation celebration)</b>

# ENROLLMENT

will be available soon on the LeadingAge Oregon website.

The Jordan River Group has helped me grow not only as a leader but has also helped grow my confidence in the workplace. I always thought that being a leader meant that I had to be the one in charge, telling people what to do, and managing a team of people, which is not me since I am one of three on a small (but mighty) Marketing team. One of the first things I learned from Steve and Amanda is that anyone can be a leader—you can lead by example, encourage those around you, and seek new opportunities.

Each month, through a virtual classroom, we were given resources on topics like self-awareness, conflict management, empathy, and problem solving, which allowed us to dig deeper to learn more about ourselves, both in the workplace and in everyday life.



-Samatha-

Steve and Amanda made it a priority to create connection before content to really get to know us before diving into work. Their hearts are compassionate and it's evident that their passion is driven by helping others. I feel very fortunate that I was given the opportunity to be part of this year's academy.



Class of 2021-2022

# FEE

2024-2025 Leadership Academy - \$2,250 enrollment fee + \$550 conference fee