



Leadership Alliance

Class of 2010-2011
Information and Application

“This has been a tremendous opportunity to work closely with my peers. They are a gifted group who have openly shared their strengths, challenges and desire to develop both personally and professionally.”

- *Leadership Alliance Class of 2009-2010 participant*



Creating the Future of Aging Services in Oregon
Keeping People at the Center through Leadership, Advocacy and Education

May 11, 2010

Dear Alliance Leader –

I am so excited to report to you that the launch of our new **Leadership Alliance program** has been more exciting and enriching than we ever anticipated!

Seven Leadership Alliance Fellows have teamed with four Leadership AAHSA alumni and have spent the last several months learning together, examining the qualities of exceptional leaders, and developing bonds with each other that will only strengthen throughout the years. We are confident that the work they are doing this year will benefit their organizations, the Alliance and aging services in Oregon for years to come!

Now it's time to begin our search for the Leadership Alliance class of 2010-2011. Please look around your organization and consider who would benefit from this special program, which was designed to identify and develop leaders for Alliance member organizations, the aging services field and the Alliance board. Our intent was to develop a state program that is affordable and utilizes the experience of Alliance members that have gone through or are currently participating in Leadership AAHSA.

Enclosed is a description of the program and an application form. We are once again planning to have 6 events for this group in 2010-2011. The kick-off event will be Sept. 22, 2010 at the Alliance Fall Leadership Conference at Rogue Valley Manor in Medford.

Participants in this program can be staff working at any level in your organization. Our current group includes individuals new to the field as well as veterans with 30 years in aging services! We have developed a simple application for the participant to complete. In addition, there is a place for you to provide your support of this individual. There will be a \$1,200 tuition fee for the program.

Please take this opportunity to identify someone in your organization who may be interested in participating and forward them the application form. Interested applicants should complete and return the attached application by July 31st.

Please be sure to contact me personally if you need more information.

Thank you.

A handwritten signature in black ink that reads "Ruth Gulyas". The signature is written in a cursive, flowing style.

Ruth Gulyas
Executive Director

7340 SW Hunziker, Suite 104, Tigard, OR 97223 • Tel: 503-684-3788 • Fax: 503-624-0870 • www.oashs.org

David Parrett, President
Ruth Gulyas, Executive Director

What is Leadership Alliance?

Leadership Alliance offers a challenging and engaging year-long learning experience, designed to help aging services professionals accelerate their leadership development so they are better equipped to serve our field. **Leadership Alliance** is for individuals in the aging services field who are in the early and middle stages of their careers. It is for people who want to know more about the Alliance and the field of aging services while also looking to enhance their leadership skills and participate, network and develop their career.

It is limited to 7-10 participants chosen through a formal application process to secure commitment of participants and the support of their supervisor/organization.

Why Leadership Alliance?

Leadership Alliance enhances personal and professional growth while participants gain leadership skills as well as awareness of current issues, community resources and the social, political, and economic needs of the senior community. During **Leadership Alliance**, participants will examine the traits of successful leaders, work on their own leadership development, learn more about the field of aging services, and establish strong bonds with their peers in the field.

What does Leadership Alliance consist of?

The **Leadership Alliance** Leadership Committee included four persons that have or are going through Leadership AAHSA who helped set the initial direction of the program, as well as Leadership Alliance facilitator, consultant Bill Zipp. An overview of the annual program that consists of 6 events (and perhaps others as determined by the group) follows:

EVENTS:

1. Fall Leadership Conference – Sept. 22-24, 2010 – Rogue Valley Manor, Medford

- Conference includes leadership-related educational sessions that are open to both Leadership Alliance and general conference participants as well as separate educational components for Leadership Alliance participants
- Wednesday, Sept. 22, (day prior to conference) 1 to 5 pm, selected applicants/Leadership AAHSA/Alliance fellows and our Leadership Alliance facilitator participate in afternoon program that includes:
 - Overview of leadership program and conference agenda specific to the leadership program
 - Participants are provided notebooks to journal their experience throughout year
 - Facilitated discussion of results of the [360 Degree Leadership Practices Inventory](#) that participants are required to complete by September 1st
 - Facilitated discussion of skills participants have identified as wanting to develop
 - Group team building exercise
 - Facilitated discussion of a selected reading
 - Group dinner first evening following welcoming reception
- Sept. 23, first day of conference, participants meet at end of day for discussion/de-brief
- Sept. 24, have “check-out” lunch, debrief and next steps (assignment given)

2. Early December: Audio-Conference or in-person discussion on Shackleton Video

3. Late January: First site visit

4. Legislative Advocacy Day – Feb/March

- Participants will receive overview of legislative process, meet with legislators
- Participants attend Alliance Board Meeting
- Participants divide up and attend legislative meetings with members
- Meet at end of day for debrief
- If legislature is not in session, day can include meeting with staff from Governor's office and key regulators

5. Annual Conference – May

- Conference includes educational sessions that are open to both Leadership Alliance and general conference participants as well as separate educational components for Leadership Alliance participants
- Day prior to conference, participants/Leadership AAHSA fellows/facilitator participate in program that includes:
 - Overview of conference agenda specific to the leadership program
 - Facilitated discussion of where participants are in development of their own leadership skills
 - Group team building exercise
 - Facilitated discussion of selected reading
 - Group attends barbecue
- Conference participants will have their meetings during and at end of conference to de-brief conference sessions/learning activities

6. Site Visits – July/Aug

- Participants go on one to two site visits depending on location, learn of program, meet with leaders in residence
- Participate in de-brief of visit(s)

7. Fall Leadership Conference – Oct/Nov.

- Recognition event for those completing program.

No matter what your role in the organization, **Leadership Alliance** may be for you. You can hear from experts on a variety of topics relevant to your career while sharing time with peers in various information settings. You'll get a glimpse of how other organizations operate, maybe share an idea or two with them, and walk away recharged with ideas or new connections that can be fostered within your own organization.

Leadership Alliance goals:

- Develop enriching events for the group to attend throughout the year;
- Help Alliance members build stronger organizations;
- Develop programming to educate and promote personal leadership growth of participants;
- Give emerging leaders the opportunity to learn from the rich experience of long-time leaders in aging services
- Have the group self-sustain through building social capital in the field as well as succession planning for Alliance organizations;
- Expand our range of activities to meet the ongoing needs of the participants.

If I become a Leadership Alliance Fellow:

Leadership Alliance will be what you make of it. If you make the most of the events and opportunities offered, you and your organization will be enriched. **Leadership Alliance** membership is open to employees in current Alliance member organizations. If you are interested, an application form is attached. Be sure to contact the Alliance if you have any questions.



2010-2011 Leadership Alliance Application

Leadership Alliance

Leadership Alliance offers a challenging and engaging year-long learning experience, designed to help aging services professionals accelerate their leadership development so they are better equipped to serve our field. It is limited to 7-10 participants chosen through an application process.

2010 and 2011 Learning Schedule and Themes

Participants will participate in five/six face-to-face learning experiences that include attending and participating in the Alliance Fall Leadership Conference and Annual Conference, tours of member communities, intimate conversations with aging services leaders and self-exploration of leadership styles through exercises and readings. The selected sites and dates for the **2010-2011 Leadership Alliance** class are as follows (note: Some changes/additions may be made at request of class):

Sept. 22-24, 2010	Alliance Fall Leadership Conference at Rogue Valley Manor in Medford
Early December 2010	Audio-Conference or in-person discussion of Shackleton Video
Late January 2011	First site visit
Feb/March 2011	Alliance Legislative Advocacy Day, Salem
May	Alliance Annual Conference, Eagle Crest Resort
July/Aug.	Site Visits to Member Facilities
Oct/Nov 2011	Completion of Program, Recognition at 2011 Fall Conference

Eligibility

The program is available to anyone who works for an Alliance member, irrespective of clinical or managerial experience. It is far more important for potential Alliance Fellows to demonstrate deep leadership potential within their organizations than it is for them to carry specific job titles.

A \$1,200 tuition payment* is required from each Leadership Fellow's organization. In addition, the required 360° Leadership Practices Inventory (about \$100), lodging, travel expenses, and some meals are also paid by each Alliance Fellow's organization (the costs incurred vary depending on the locations of the site visits which may be in Eastern/Southern Oregon). Meals at conferences are provided on-site at no additional cost.

Alliance provides complimentary registrations for each Leadership Fellow to the Fall Leadership Conference and Alliance Annual Conference.

Alliance Fellows will need access to a personal computer for regular e-mail contacts.

An application form follows. All application submissions will be reviewed to ultimately assemble a diverse class of Alliance Fellows (in terms of life experience, leadership roles, geography, type of

organization as well as other unique characteristics). A committee of Alliance members and association staff will evaluate the applications to assure such diversity.

Submission Deadline

To ensure consideration, please complete the application and return the form to **Denise Wetzel at the Alliance (dwetzel@oashs.org) or 503-624-0870 (fax) no later than July 31, 2010**. Applicants will receive notification of their acceptance status in August 2010. Questions may also be directed to Denise, PH: 503-684-3788.

The application will also be posted online after the Alliance Annual Conference.



Leadership Alliance Participant Application

For the Potential Participant:

Name of Participant: _____

Name of Alliance member facility: _____

Participant phone number: _____ email: _____

Position Title: _____ Years in Position: _____

Please **attach your resume** and answer the following questions:

1) Why are you interested in the program? _____

2) What do you hope to gain from your participation in this program? _____

By submitting this application, I agree to participate in **Leadership Alliance** through active attendance and engaged participation.

Signature of Participant: _____ Date: _____

