CALL FOR APPLICATIONS
FOR THE CLASS OF 2022

14th CLASS OF FELLOWS

Leading4Life

CREATING A SECOND DECADE OF LEADERS

VISION

LEADING4LIFE FELLOWS GROW & LEARN FROM ONE ANOTHER, BECOMING MORE EFFECTIVE LEADERS WHO EMPOWER OTHERS TO IMPROVE THE WORLD.
LEADERSHIP IN CHALLENGING TIMES

The 2022 Leading4Life class will be the fourteenth cohort. Over the years, we have continuously refined and updated the program to meet the needs of participating leaders and their organizations.

The 2021 program has been held completely online and incorporated the learning from the 2020 move online which retained the best aspects of our in-person program and adapted them for remote instruction—sensitive to the emerging need of long-term care leadership.

For the 2022 program we will take the best of in-person and online learning by alternating between the two. The online format will allow improved group work, enhanced individual participation, and decreased travel time while the in-person sessions will allow for relationship building and personal connections made possible by in-person classes.

We have also expanded the instructors’ one-on-one coaching and guidance of participants by programming three coaching meetings for each participant. Our goal—to assure that Leading4Life supports, serves, and educates leaders facing some of the greatest professional (and sometimes personal) challenges of their careers.

Leading4Life combines timeless leadership development concepts with current best practices, addressing the real-time challenges and opportunities facing our participants. We understand the investment in time and energy that Leading4Life represent, and we are committed to helping participants achieve a remarkable return on that investment.

BACKGROUND

The Leading4Life Leadership Fellowship Program began in 2009 with funding from the Rick E. Carter Leadership and Governance Fund, and the James B. Swanson Fund. The program continues through the generosity of sponsors—ProCareHR, Care Providers of Minnesota Service Corporation, Align, and Vaaler Insurance—as well as valuable donors and leaders within our profession.

We developed the leadership curriculum in partnership with Ethical Leaders in Action and its president, lead program instructor, Dr. Charles Weinstein.

PROGRAM TOPICS

- Orientation and goal setting/introduction to ethical leadership in healthcare
- Leading self: The virtues of ethical leadership
- Effective and ethical decision-making
- Meaningful mentorship
- Building high-performance teams
- Emotional intelligence
- Learning from servant leadership
- Cultural competence/intercultural communication
- Applying leadership tools and techniques
- Staff engagement
- Leading through change
- Graduation

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BELIEF STATEMENT

We believe that the best leadership programs take place over a substantial period of time, introduce multiple perspectives and tools to a diverse team of adult learners, and engage those adults in learning from one another.

2022 PROGRAM COMPONENTS

- Monthly classes, each addressing different aspects of leadership in long-term care. Our current plan includes four day-long, in-person sessions at the Care Providers of Minnesota offices and two-hour virtual sessions scheduled in months not held in person. (These plans are subject to change, reverting to more online sessions if necessary.) All sessions are taught or facilitated by the program instructors; guest instructors also contribute subject matter expertise.
- Presentations from a select group of guest advisors: accomplished leaders in the Minnesota long-term care community who share their perspectives with participants. These guest advisors also make themselves available to Leading4Life participants outside of class for mentorship and advice.
- Preparation is recommended prior to some class sessions. Class preparation may include online assessments, reflection on leadership topics introduced in class, and limited readings provided in advance.
- Participants complete an individual leadership project that solves a problem or achieves an improvement in their organization or community. (This is an opportunity for participants to honor the investment that the community has made in their leadership development—and to apply emerging skills.)
- Participants will have the option of completing the ELA Virtues of Ethical Leadership Feedback Assessment (VELFA), gather input, and work with a program instructor one-on-one to use that input to inform their leadership development.

BENEFITS

We are committed to delivering benefits to individuals and their organizations that far exceed their investments of time and tuition costs:

- Each class includes leadership skills and concepts that are relevant for the profession.
- Participants meet with their sponsors and program instructors to frame personal leadership goals. Every month, participants bring learning back to their home organization.
- Program participants learn from one another, drawing upon diverse experiences, backgrounds, and life goals.
- Fellows forge lasting relationships with one another, building a broad, strong network of fellow leaders from around the state.
- Individual projects benefit each fellow’s home organizations, as they apply their learning to address real-life leadership challenges.
- Leading4Life fellows learn from and connect with leaders from across the profession, preparing to become the engaged community leaders of the future.
CARE PROVIDERS OF MINNESOTA FOUNDATION was founded in 1978 and is affiliated with Care Providers of Minnesota, a nonprofit long-term care professional association. The future quality of long-term care depends on building the public’s awareness of a definite need for more professional services and to identify and support projects that will meet those needs. Find out more at: www.careproviders.org/foundation.

WHAT PAST LEADING4LIFE FELLOWS HAVE SAID

“It has been even more enriching than I had imagined. Chad has created a group dynamic where we really have personally invested in the process and are sharing and trusting in open ways.”

“Each month I brought back information I had learned and shared with the other senior leaders in our center. It was a great way for all of us to benefit from my participating in the class.”

“This has been a brilliant opportunity to step out of the day-to-day scene and take time to really focus on and collaborate on being better leaders. The group is very interactive and I have personally been able to take away something very positive after each meeting.”

ELIGIBILITY

The Leading4Life Leadership Fellowship Program is available to anyone who works for a Care Providers of Minnesota member organization; applicants come from many roles within those organizations. Fellowship candidates who demonstrate leadership potential, and who are able to commit to full participation (including monthly classes away from their work environment) will derive the most benefit from this program. Tuition fees cover a portion of the program expenses and constitute a monetary commitment on behalf of participants.

To assure that the program is accessible to members, we offer a reduced tuition rate for smaller organizations and will consider hardship scholarships for interested and qualified applicants if the fee would otherwise preclude them from participating.

Specifically, participants must agree to:

- consistent class participation;
- completion of an individual project;
- participation in assigned individual learning activities;
- engagement with your sponsor; and
- completion of class and project evaluations.

To apply, one must submit a completed application by October 15, 2021.

IMPORTANT DATES

- August 16, 2021—applications open
- October 15, 2021—applications deadline

THANK YOU TO OUR SPONSORS

Class members must retain employment with a Care Providers of Minnesota member to remain in Leading4Life. Class members may change employers during Leading4Life, and if the new employer is a Care Providers of Minnesota member, the class member can stay in the Leading4Life program. In addition, if a class member changes employment before May 1 and goes to work for another Care Providers of Minnesota member, the new employer must pay a reduced class fee (prorated) for class member to remain in Leading4Life. This fee would be refunded to original employer.

If class member leaves class before May 1 to work with a nonmember—resulting in a departure from the Leading4Life program—a prorated refund is returned to employer.