



2016 - 2017 Call for Applications: Tideswell, AGS, and ADGAP National Leadership Development Program

Applications are now being accepted for the 2016 - 2017 [Tideswell](#), [The American Geriatrics Society](#) (AGS), and the [Association of Directors of Geriatric Academic Programs](#) (ADGAP) National Leadership Development Program for emerging leaders in the field of aging. To meet the current and future needs of our aging society, we require skilled, dedicated and passionate leaders who are prepared to *Lead Tidal Changes in Aging*. It is a time that demands leaders to provide vision, meaning, direction and focus to organizations and health professionals. It calls for leaders ready to *Scale Up for Our Future* and make the innovative and transformative changes needed to carry our field forward and improve care for older adults.

Recognizing this need, the 2016-2017 Tideswell at UCSF & AGS/ADGAP National Leadership Development Program has been designed as a hands-on and practical program for emerging leaders in aging. The program will focus on augmenting and leveraging existing leadership skills relevant to **clinical, research, policy** and **educational** programs. The program is for those seeking to transform the field and lead the next generation of health professionals in improving care for older adults. Participants will have an opportunity to advance their abilities in strategic planning, self-management, influential communication, and results-based management; and become a member of a welcoming community of leaders with skills and a passion for *Leading Tidal Change in Aging*.

Our program complements the existing efforts of other leadership programs in aging by focusing on and enhancing leadership skills in emerging leaders. Based on principles emanating from the “start-up” culture in technology and innovation and from high-performing businesses, it will build on current pressing challenge(s) the new leaders are experiencing and help them develop adaptive strategies to address them.

Anna Chang, MD, associate director of education and leadership of Tideswell at UCSF, Nancy Lundebjerg, MPA, chief executive officer of the American Geriatrics Society, and Christine Ritchie, MD, MSPH, director of [Tideswell at UCSF](#), are co-leading the program in partnership with an advisory board and leadership experts from the field of aging.

Program Structure and Content

The program consists of activities spanning the course of one year, with the anticipation that the community of leaders will remain meaningful colleagues for each other throughout their careers. The program begins with a two-day, in-person workshop in San Francisco, CA, followed by ongoing individual and small group coaching/mentoring sessions by teleconference or videoconference to ensure progress on a **Leading Tidal Change Practicum**, and culminating with a final in-person meeting in the days preceding the 2017 AGS Annual Meeting.

1. **Two in-person meetings:**
 - a. San Francisco, CA, November 30 - December 2, 2016.
 - b. San Antonio, TX, May 15 - 16, 2017, just prior to the AGS Annual Meeting.
2. **Individualized coaching/mentoring sessions**
3. **An individualized professional development plan** to enhance effectiveness as a leader.
4. **Seven small group teleconference meetings** with senior advisors.

The curriculum is based on three core leadership areas and focuses on several key questions in each area:

1. **Developing Authenticity in Leadership**

Do you recognize and understand your emotions, strengths, weaknesses, needs and motivations, as well as their effect on others? Do you have a clear understanding of your mission, values and goals? What are the opportunities and gaps in your leadership abilities that you could strengthen and develop in order to contribute more?

2. **Leading Others**

What motivates others? How can you best communicate and develop a shared vision and strategies? How can you influence and inspire others? How will you empower others to act? How can you manage conflict and lead teams effectively?

3. **Scaling for Impact**

What positive difference do you want to make? What are the goals, drivers, and strategies that will work? How will you measure progress and outcomes? How can you plan for potential risks/barriers and solutions? How will you “Scale Up” your impact? Who can help you make these changes?

The Leading Tidal Change Project/Practicum

Each scholar’s project/practicum will focus on a current and pressing opportunity faced by the participant at his/her organization. During the program, leaders will identify and implement the goals, action steps, and evaluation strategies needed to address this opportunity and its accompanying challenges. The challenge and potential solution developed and tested will be aligned with the organization’s strategic priorities. Each participant will present accomplishments from their practicum at the conclusion of the program.

Eligibility

Applicants must demonstrate a clear commitment to the field of aging. Participants will be junior (usually a minimum of 2-3 years post training) or mid-career health professionals working in a clinical, research, policy or education program. The Program seeks emerging leaders, including clinical, education, and research program directors.

We welcome applications from health professionals with a career in the field of aging and a leadership role in their organization, including Physicians (Board certification in Geriatric Medicine), Nurses, Social Workers, and Pharmacists with evidence of geriatrics training in their discipline. An academic affiliation is not required.

Applicants must have a local mentor and institutional support for their practicum, professional development, and confirmed release time to attend program meetings.

Applications must be submitted by April 1, 2016.

Selection Criteria

- Demonstrated commitment to advancing policy, discovery, clinical care, and education system change in the field of aging.
- A strong track record reflecting positions of increasing leadership responsibility.
- Strong institutional support for the applicant and proposed change project.
- Potential impact of the proposed Change Project/Practicum on the applicant’s career trajectory, including advancement of the individual in the field of aging nationally.

Applicants will be notified by May 6, 2016 if their application has been accepted. The program will select approximately 15 participants.

Program Fee

\$1,800 (includes meals and lodging). Program fee does not include air travel or ground transportation to and from San Francisco and San Antonio, TX.

Upon acceptance, please make checks payable to: UC Regents, with Tideswell at UCSF in the subject line.

Questions? Please e-mail us at: Leadership@TideswellUCSF.org

NOTE: Tideswell is a program based at the University of California San Francisco (UCSF) in the Division of Geriatrics funded by the **S.D. Bechtel, Jr. Foundation** in partnership with several entities and foundations. Its vision is to advance community-centered care for older adults. Its mission is to improve the quality of care for older adults with chronic conditions and functional limitations living in our communities by attracting and training caregivers and future leaders in the field, developing, testing and disseminating best practices for providing optimal patient care, and partnering with others focused on elder care. See www.tideswellucsf.org.

Application Process

Once you have completed your application, please send it to: Leadership@TideswellUCSF.org

Applications are due by April 1, 2016 at 5 p.m. PST.

Application Materials:

- 1) **Personal Information Form**
- 2) **Curriculum Vitae**
- 3) **Personal Statement & Description of Change Practicum** (*limit to 2 pages*).

Your personal statement should include your current work as well as your future career goals in the field of aging, including but not limited to:

- a) Your vision for the future care of older adults;
- b) Your past leadership training, current leadership skills, and anticipated impact in the field of aging; and
- c) A story that describes your reasons and goals for pursuing the leadership development program;

Please provide a brief description of your proposed change project/practicum as it applies to your current or emerging leadership role and your goals for addressing and accomplishing this change, including:

- a) The proposed project/practicum;
- b) Project Aims/Goals;
- c) Steps needed to achieve the aims/goals; and
- d) The role of your mentor

- 4) **Letter of Support** from home institution commenting on applicant's potential, role in organization, financial support and confirming time allowance/availability to attend the in-person and teleconference meetings. (*limit to 1 page*).
 - 5) **Letter of Support from Mentor** describing the candidate's potential for leadership and the mentor's role in the proposed project/practicum, including how he/she will support you in achieving steps needed to accomplish the aims/goals.
-

Personal Information Form

Name

First

Middle

Last

Degrees

Title

Health Profession

Years in current leadership position:

Board Certification / Licensure:

Years in field of aging (excluding training):

Sponsoring Institution:

Mailing Address (Home or Office):

E-mail Address:

Phone Number:

Please list any past leadership trainings or programs completed: