



## Seeking Qualified Health Professionals for 2019-2020 Emerging Leaders in Aging Program

Applications are now being accepted for the 2019 - 2020 [Tideswell](#), the [American Geriatrics Society](#) (AGS), and the [Association of Directors of Geriatric Academic Programs](#) (ADGAP) Emerging Leaders in Aging Program for rising 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 **Emerging Leaders in Aging Program** is designed as a hands-on and practical program for rising leaders in aging. The program focuses on augmenting and leveraging existing leadership skills relevant to **clinical, research, policy** and **educational** programs. It 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 adaptive strategies to achieve and sustain positive change while tackling their own real-time challenges through completion of a **Practicum**, and become members 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 challenges 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](#), co-lead the program in partnership with an interprofessional advisory board and leadership experts from the field of aging who serve as mentors for each scholar.

### 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 develop skills and ensure progress on a **Leading Tidal Change Practicum**, and culminating with a final two-day in-person workshop in the days preceding the 2020 AGS Annual Meeting.

1. **Two in-person meetings:**
  - a. San Diego, CA: October 16 - 18, 2019.
  - b. Long Beach, CA: May 4 -5, 2020, just prior to the AGS Annual Meeting.
2. **Individualized coaching/mentoring sessions.**
3. **Development of your individualized professional development plan** to enhance effectiveness as a leader.
4. **Six one-hour videoconferences in small groups** 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 at his or her organization. During the program participants 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 through their training and experience. Participants will be **advanced 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 rising leaders, including clinical, education, and research program directors.

We welcome applications from health professionals including Physicians, Nurses, Social Workers, Pharmacists, Physical & Occupational Therapists, Psychologists, and others who are actively working to develop novel and important programs to **advance the care of older adults and who have a leadership role** in their organization.

Applicants must have a **local mentor and institutional support** for their practicum and professional development, and confirmed release time to attend all program meetings and videoconferences. An academic affiliation is not required.

**Applications are due by January 22, 2019.**

### **Selection Criteria**

- Demonstrated commitment as evidenced in your career to advancing policy, discovery, clinical care, and/or education system change in the field of aging.
- A strong record of accomplishment reflecting positions of increasing leadership responsibility.
- Strong institutional and mentor 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 in April 2019 whether they have been accepted.**

The program will select approximately 18 scholars.

## Program Fee

\$2,400 (includes meals and lodging, and program materials). Program fee **does not include** air travel or ground transportation to and from the two in-person meetings.

*Upon acceptance, please make checks payable to: UC Regents, with Tideswell at UCSF in the subject line (Please note we are unable to accept credit card payments).* Payment is due by August 31, 2019.

Questions? Please e-mail us at: [Leadership@TideswellUCSF.org](mailto: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 future leaders in the field, developing, testing and disseminating best practices for providing optimal patient care, and collaborating with others focused on elder care. See [www.tideswellucsf.org](http://www.tideswellucsf.org).

### **Application Process: Applications are due by January 22, 2019 at 5 p.m. PST.**

Once you have completed your application, please send it to: [Leadership@TideswellUCSF.org](mailto:Leadership@TideswellUCSF.org)

### **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 this program.

Please provide a brief, **structured 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) **Title** and explanation of the proposed project/practicum;
  - b) Project **aims/goals/outcomes and timeline**;
  - c) **Action steps** needed to achieve the aims/goals and timeline;
  - d) Description of **how you will measure** your accomplishments;
  - e) The role of your **institutional mentor**.
- 4) **Letter of Support from the home institution** commenting on applicant's potential, role in the organization, financial support and confirming time allowance/availability to attend the in-person and videoconference 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 the candidate in achieving steps needed to accomplish the aims/goals and timeline.

# Personal Information Form

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**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:**

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**Mailing Address (Home or Office):**

**E-mail Address:**

**Phone Number:**

**Please a) list any past leadership trainings or programs completed; and b) tell us how you learned of this program:**