

LeadingAge Oregon Leadership Academy Project Summary

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Class of 2013 – 2014
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Title of Project: Infinity Rehab Leadership Academy

Project Description: Create and Implement a Leadership Academy for Infinity Rehab that transforms high potential employees into high functioning leaders.

Project Summary: My project is to create a Leadership Academy for Infinity Rehab. I selected a team of leaders who all have a passion and talent for Leadership. Our vision is to transform employees into Leaders to produce powerful and significant change for every person Infinity serves. The IR Leadership Academy will kick off at our annual Symposium and extend for one year. The content will be focused on the Five Leadership Practices intertwined with Infinity Rehab's core values.

Project Benefits: Infinity Rehab has incorporated Leadership training for our Directors and therapists over the years, however, we have never had a formalized year long training focused on leadership transformation. This project benefits Infinity Rehab by engaging our employees in our mission and core values through real live experiences, improve succession planning for key IR Leadership roles and will have a tangible impact on the profession and communities we serve.

Project Stakeholder: The President of Infinity Rehab, Mike Billings is the key stakeholder involved in determining the investment in a Leadership Academy for Infinity Rehab. Infinity Rehab's Director of Professional Development, Derek Fenwick and VP of Human Resources, Holly Winick are Infinity Rehab's key drivers of employee retention and engagement. I introduced the concept of a Leadership Academy for IR and recruited members for our "Dream Team." Derek and I chose two Area Rehab Directors to be a part of our team; Michelle Jabczynski and Lynn Janseen.

Stakeholder Communication: Our Team has been meeting together via teleconferencing every other week since April 4th 2014. This will continue until March 2015. Our Leadership Academy team prepared a presentation to the core Infinity Rehab Leadership team demonstrating our vision. Key stakeholders approved the Leadership Academy budget, support the vision and incorporated the Academy as part of IR strategic initiatives- GREAT PEOPLE!

Project Challenges:

1. Establishing a reasonable Budget.
2. Filtering through most appropriate content- there is just so much information.
3. Carving out time to create content

Overcoming Challenges: Open communication, challenging the process, working together as a team, created a foundation of respect and trust, holding each other accountable and consulted with an expert.

Surprises Encountered: Our dream team found out that one of our team members, Lynn Janseen developed her own Leadership tool. We had to determine which tool we were going to use. We addressed this by outlining the positives and negatives of each tool, openly communicated each team members opinion and obtained consensus.

Critical Leadership Behaviors "I" learned:

Start with Why-This concept has helped me inspire vision with my team.
Asked my direct reports for written feedback on how my action affect their performance
Feedback is a gift. This concept has helped set the tone for crucial conversations.

My Plans for continued Leadership Development:

Self Reflection

Self Awareness

Modify behavior based on situation / individual

Be present

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Mentoring other leaders

Listen and observe others in real life situations