

LeadingAge® New York

**IGNITE
YOUR
FLAME**



Leadership Academy



2023-2024 IGnite Leadership Academy



“Warm congratulations to the graduates of our 2024 IGNITE Leadership Academy. I’ve met many of you personally – and heard more about you from colleagues – and I am confident that our industry is in good hands for the future. Your energy, enthusiasm and dedication are an inspiration, and I encourage you to not only apply what you’ve learned in your own facilities and careers, but also to use it to advocate for our industry in these challenging times. Best of luck to all.”

Stuart B. Almer
President and Chief Executive Officer
Gurwin Jewish Nursing & Rehabilitation Center and
LeadingAge New York Board Chair



At the conclusion of the program, the graduating Fellows were asked to consider:



How has participating in the IGNITE Leadership Academy impacted you, and what do you hope to bring back to your organization as a result?



Turn the page to see how they responded....



Maria Abelleira

Director of Human Resources
*Ozanam Hall of Queens
Nursing Home, Inc.*



It is going to be hard to describe how the time I spent at the Leadership Academy impacted me and my organization. In my first session I learned that I am an advisor/equalizer. Is that how people see me? The greatest value that I bring to my team is the ability to keep us grounded. I am a realist and confident. My first thought was “Wow! That does not sound like me.” That was the first lesson I learned about myself. This was a huge surprise to me as I have always pictured my personality to be the opposite of that. I learned to recognize and understand emotions in myself and others and how to use self-awareness, self-management, and social awareness to manage my behaviors and relationships not only in my professional life but also in my personal one.

How to build trust, commitment, positivity, and communication were some of the lessons from our Leaders in Residence and Panelists. Always an incredible panel of successful leaders. One of my favorite questions from one of the leaders was “What can we do better?” One of the ways that I can do better is to share with the people of my organization the things I learned during this incredible opportunity. Everything that I learned will help to improve the quality of care of residents and staff.

Thank you for the opportunity to meet a group of strangers that at first sight seemed to have nothing in common. Where it quickly became obvious that we all have the same passion for what we are doing, with many things in common that border on the inexplicable. These strangers that I can now call part of my family and friends.



Sarah Bohnstadt

Director of Housing
United Church Manor



By having the privilege to participate in the IGNITE Leadership Academy I have been able to personally reevaluate my leadership skills. It has helped me to practice being fully present in the moment, so I can actively listen to understand and not just to reply. I have learned it is ok to allow myself to take time to reflect before answering or making a decision. Problems tend to resolve or minimize themselves after we can look at them with fresh eyes and a new perspective. I have embraced my natural leadership strengths such as having a positive attitude, supporting behaviors, and being a source of connection for people. I plan to acknowledge and develop my shortcomings by taking a chance to fail forward. Realizing that it is a first attempt in learning and trying something new. Actively doing these things will allow me to build a better version of myself and leadership skills.

Attending the Academy has ignited my flame to continue to be a lifelong learner. It brought back my desire to meet new people and connect with those in various service lines and embrace what others bring to the table. I would like to pay it forward by being able to be a resource to new leaders in our field because the work we do is so meaningful.



Tyler Brennan

Assistant Controller
Masonic Care Community



The IGNITE Leadership Academy pushes us beyond the bounds of our comfort zone for an experience of personal and professional growth. Throughout the Academy, we are challenged to question our routines, preconceived notions, and habits. It truly forces us to step back and analyze the way we communicate with our teams, manage change, and show up for not only our team but also for ourselves. Over the course of the year our leadership styles evolved, and our interactions become more efficient and effective.

One of the greatest benefits of the Academy experience is the relationship building not only with other fellows, but with the countless industry experts that we have the opportunity to interact with and learn from. The number of leaders who willingly donate their time to support the fellows of this program through panels and interviews speaks volumes about the high worth of the experience. It is incredibly inspiring to be in a room surrounded by those most passionate in our field, and sparks a new drive for excellence within our ourselves and our own organizations.



Nicole Cash

SkillsSpring Senior Director
The New Jewish Home



The IGNITE Leadership Academy is a life-changing experience! I am eternally grateful to have been chosen as an IGNITE Leadership Academy fellow. Having the opportunity to participate in IGNITE has enhanced my growth in the following areas: communication, emotional intelligence, and problem solving skills while fostering adaptable and strategic thinking. Throughout my time in IGNITE I was able to gain self-awareness, confidence, and practical experience, resulting in effective and influential leadership. The networking opportunities are also a crucial part of the experience and will lead to lifelong connections and partnerships amongst our dynamic fellows. I have already begun to witness an increase in my productivity, creativity and quality of work, while intentionally working towards creating a vision for my team and inspiring others to achieve. IGNITE has encouraged me to find new, innovative ways of developing and managing people while also creating the space for increasing employee morale and retention. Being a member of the 2023-2024 class has directly assisted my performance in my current role and beyond. This leadership journey has given me new focus and inspired me to become a more effective leader in my personal and professional life and show up as a whole person for both.



Rachel Dalton

**Assistant VP of
Business Development**
*Parker Jewish
Institute for Health Care
and Rehabilitation*



The IGNITE Leadership Academy gave me a shift in mindset. I used to think more about the skillsets or credentials I needed in order to grow as a leader. Now I focus on what my intrinsic strengths bring to my organization, and how I can apply those strengths in ways that benefit the organization. I also have more appreciation for my colleagues' unique strengths and perspectives, as we all play different and essential roles on the same team. More than anything, I left the experience grateful for what I have. I am grateful to the Parker Jewish Institute and its President & CEO, Michael Rosenblut, for providing me with so many opportunities to gain experience as a leader. I am also so grateful to the IGNITE Leadership Academy facilitators, coaches, and fellows for their authenticity and the ways that they impacted my perspective, frequently without even realizing it.



Vincent Dunston

**Executive Director
Trier Woods Apartments,
Director of Leasing
and Development-BOM Center**
*The Brothers of Mercy
Wellness Campus*

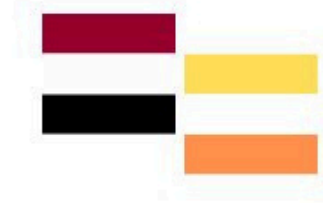


It has given me the affirmations needed to understand the key to effective leadership is to never forget the human element. Every concept taught within the IGNITE Leadership Academy revolved around people and not “processes”. One profound concept, Managing Change, impacted me the most- “To effectively manage change, a leader needs to be able to monitor what the team can handle and moderate”. I also found the interactions between both fellows and coaches to be impactful on both professional and personal levels. I am excited to pay it forward by sharing and leading by example all I had the privilege of learning not only to my direct team but to the other team members on our campus.



Steve Denil

Resident Services
Flushing House



I am eager to bring back a wealth of insights, skills, and perspectives to our organization, leveraging the lessons learned and the principles instilled by the Academy to inspire and empower my various departments that I oversee and my team. I aim to cultivate an environment where every individual feels valued, supported, and motivated to reach their full potential. Through effective communication, partnership building, and a relentless pursuit of excellence, I am committed to driving innovation, fostering resilience, and creating sustainable growth opportunities for our organization.

The Leadership Academy has been a guiding light of inspiration and enlightenment, directing me towards personal and professional fulfillment while shaping the ethos of our work culture. Through a series of transformative sessions, I have gained invaluable insights and skills that have empowered me to lead with authenticity, collaborate effectively, embrace change, and prioritize wellbeing. As we continue to evolve and grow, I am grateful for the profound impact of the Leadership Academy on my life and work, and I look forward to continuing this journey of growth and discovery.



Samantha-Jo Felice

Director of Social Work
Kendal at Ithaca



The LeadingAge New York IGNITE Leadership Academy has been an invaluable experience for me. This journey has enabled me to discern my authentic leadership style through ample opportunities for self-reflection, embracing vulnerability, and fostering relationships.

Through self-reflection, I have been able to identify and align my core values with my leadership approach. The Academy provided a secure environment to embrace vulnerability by taking interpersonal risks and learning from the valuable insights shared by the Leaders, Co-Facilitators, Coaches, and peers in the program. As a leader, I intend to prioritize psychological safety to create an environment where team members feel secure and empowered. The opportunity to network with members of the aging services community has been inspiring and has rekindled my passion. I am grateful for the meaningful connections I have established through this experience.

In conclusion, I would like to express my gratitude to Kendal at Ithaca and my supervisor, Michael Youmans, for their unwavering support and encouragement, which enabled me to participate in this transformative experience.



Amanda Frederick

**Vice President, Health
Plan Operations**
Nascentia Health



Participating in the IGNITE Leadership Academy has had a profound impact on my personal and professional being. The curriculum is packed with excellent books, articles, videos, and other high-quality resources. Through discussion, presentations, journaling, activities, and other methods of learning, I was able to unpack each of these key leadership lessons at a deep level, which helped with practical application, higher-level understanding, and ultimately bringing back to share with others.

Being a lifelong learner, and a constant advocate for professional and personal development, I came into the session feeling semi-clear on my style, strengths, and opportunities for improvement. Throughout the sessions, I was able to solidify where I was on my personal and professional leadership journey, and create a solid plan for continual improvement. By simply participating in book readings, listening intently and asking questions during panel discussions and Leaders in Residence sessions, and participating in each of the sessions, I have been able to help myself and others to determine what path makes the most sense at the present time. My involvement in the Academy, as a Fellow, has confirmed my vision and desire of helping other leaders and individual contributors on their path of personal and professional development.

I have already recommended this program to several folks that I work with, as the impact for me has been significant. I have been able to identify how to work better with others, both those who think like me and those who think differently. Participating in this program has allowed me to hone in on my skills working on a team with a variety of styles and personalities. I've also increased my networking skills, something that as an introvert, I've struggled with historically. I am so grateful to have gained an additional network AND family. I cannot wait to see and possibly be a part of my peers' journey!



Lindsay Hanneman

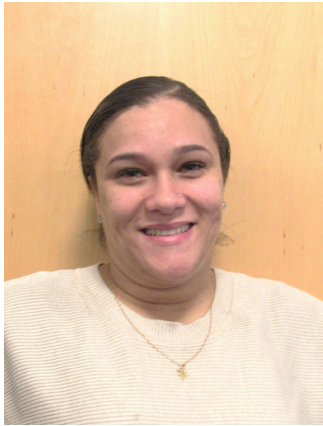
Nurse Manager/RN

Elizabeth Seton Children's Center



The IGNITE Leadership Academy was an incredible journey that facilitated connections with diverse professionals and provided guidance to grow as authentic, effective leaders. Each session provided the opportunity to meet with prominent leaders in long-term care and engage in meaningful discussions centered on issues we face in our field. Our facilitators and coaches created a safe and supportive environment that allowed us to recognize our strengths and areas where we may struggle. This process allowed me to identify innovative practices to motivate and inspire my team to provide exceptional care.

I am incredibly grateful that I was able to participate in this program and afforded the opportunity to network with incredible individuals. Together we have shared and developed strategies to initiate positive change at our organizations and be the leaders our staff deserve. This was an eye-opening experience that taught us how to evaluate our leadership styles and how this impacts our teams. I hope to continue collaborating with the amazing people I met along the way, celebrating our accomplishments, and advocating together for those we serve in long-term care.



Yolanda Harvard

Assistant Director of Nursing
St. John's Home



Participating in the IGNITE Leadership Academy has improved my leadership growth both professionally and personally. It has changed my perspective on what it means to be a “good leader”. It’s not just about leading by example and being present although they are equally important. It’s also about building relationships and trusting the process. I have learned to truly listen and engage with others. Taking advantage of the pregnant pause to ensure I am responding the way I want to be perceived. I recognize that change doesn’t have to be big to make a difference however; even the smallest change affects people differently. I think of FAILure as a First Attempt In Learning rather than just not succeeding. My appreciation and understanding for all the different hats within my group has grown and challenges me to think with a different hat.

On many occasions, I felt as if each session was speaking directly to me. Although there were many “ah ha” moments, the most significant moment was when I realized that I was not my best self. I didn’t understand the word Sabbath in a way that I do today. I felt like I always needed to be present for one reason or another. I tend to put others first and somewhere down the line will find time for me. I realize that the time for me almost never came. I want to ensure I am taking time off to rest, to enjoy the things I love and reset so that I can be my best self. I am excited to continue my leadership journey. I want to share the knowledge I have gained over the last 8 months with others, and I can hope that they feel as empowered as I do.



Julia Johnson

**Director of Health Information/
Quality Assurance**
St. Luke Health Services



The Leadership Academy affected me in a profound way. It afforded me the opportunity to find the person I was personally and professionally, learning ways to grow in both areas. I developed life-long relationships with people who have similar work ethics, and goals in life. I learned so much from every person that I interacted with in the program.

One of the most significant things I learned was the importance of the networking opportunities and development. The amount of knowledge and experience we had in the room every day was astonishing. Conversations with them gave me the insight to evaluate my current self as well as the person I wanted to become. Relationship building was an important theme that the Leaders in Residence expressed over and over.

I am now able to understand the importance of softball questions as well as letting people talk without injecting my own experiences and thoughts. Just to sit and listen. You get a whole lot more out of that conversation.

Being a fairly private person, I was uncomfortable with some of the activities we did during the Leadership Academy. They made me look at my inner self. As time went by, I felt myself opening up more and more and became comfortable. I was so grateful for everyone's ability to share and realized that we all have similar struggles. Knowing we are not alone made a great impact on me.

Our last reading, The Sabbath, (which was our group project) was very impactful. I came to the realization that I needed a better work-life balance. It didn't have to be a 50/50 balance but something that worked for me. The Leaders in Residence expressed the same sentiment throughout our meetings with them. As one of my goals, I plan to prioritize a better work-life balance in the coming months. I was so grateful that I was selected to be a member of the Academy. My experience has been life-changing. Thank you.



Annalyse Komoroske Denio

Senior Policy Analyst
LeadingAge New York



The IGNITE Leadership Academy has been an incredible experience that encouraged me and all participants to understand and strengthen our own perspectives, values, and leadership qualities and to recognize and support those perspectives and qualities in others. Always thinking of myself as a lifelong student, I learned through the program that I have an unexpected capacity to be a teacher and a mentor, and I fostered skills to improve that capacity and put it into action in my personal and professional life by asking thoughtful, open-ended questions, building stronger relationships with my peers, and nurturing the strengths of those around me. Amid all these valuable lessons, the IGNITE Leadership Academy also created a space to connect with other emerging leaders from across the state, all of whom had different backgrounds, skillsets, and daily challenges – but who all quickly coalesced around the common goal of supporting each other and ourselves on the journey of self-improvement and service to those in need of aging support and long-term care.

While I'm sad to see the program end, I look forward to continuing my active practice of the concepts we were introduced to throughout the Academy and, in doing so, being a catalyst for innovation and collaboration for LeadingAge New York and our member organizations.



Mary Lou Letina-Land

Director of Marketing & Sales
Fox Run at Orchard Park



As I reflect on my experience and all the things I learned from the Leadership Academy, and the people I met, I can't help but smile and feel so grateful I was chosen for this opportunity. Professionally it is one of the best things I did. The Emotional Intelligence book had a huge impact on me. How I felt I was being perceived and how I was perceived were two different things. I think my co-workers appreciate 'the pause' I take before responding. My listening skills have improved also. My co-workers have noticed my growth already in such a short time.

Taking time to be "mindful and still" was another important topic we discussed at length. I learned it's okay to take time for myself, put the phone down, be with my family and friends, and most importantly to not feel guilty about it. I learned I am important too. I learned slowing down is a good thing, listening more, and taking my time to be in the moment.

The best thing I think about the Leadership Academy is the people I have met, including my fellow classmates, especially the Fellows who were in my group, but also all the teachers and especially our coaches. I learned so much from them when we were in the classroom but also afterwards at dinner and in our Zoom calls. I was eager to learn about their jobs and their roles; it has broadened my expertise in senior living and health care overall. We all have the same goal: we are all here to help people.



Jo-Ann Pinder

**Resident
Relations
Manager**
The Osborn



The LeadingAge New York Leadership Academy has provided me with an invaluable opportunity to connect with and learn from other health care leaders who share my unwavering commitment to supporting and caring for others. Through this experience, I have carefully evaluated my current skill set and identified key areas for improvement, enabling me to enhance my ability to make a positive impact in the healthcare industry.

As a result of attending the Leadership Academy, I plan to bring back to my organization the following new approaches:

Focus on learning behaviors and enhance my effective listening skills. With this new approach I would be better at identifying skill set and level of knowledge. I will be able to communicate more effectively and motivate my team.

Improve the workplace climate by identifying new ways to recognize and celebrate small and large-scale successes.

***“The growth and development of people is the highest calling of leadership.” —
Harvey S. Firestone***



Tonya Roser

**Director of Senior
Living Operations**
Community Wellness Partners



The IGNITE Leadership Academy has changed my life in ways that are far greater than becoming a great leader. The knowledge and skills obtained will influence not only the way I lead in my career but also the ways I manage my daily life. Before IGNITE becoming a great leader appeared to be unreachable. I was searching to adapt traits of my leaders to try to become who I thought was a great leader, instead of embracing the leadership qualities that I naturally aligned with. I have always seen myself as quiet, not one to initially provide input or at times not take a hard stance on a situation until I was able to gather more information. I was surprised to learn how greatly I related to the concept of “getting on the Balcony”, realizing the qualities we naturally exhibit have their strengths. As a result of significant self-growth and realization I hope to bring my newly emotionally intelligent authentic self to my organization while embracing those I lead to do the same, fostering their unique attributes to the team.



Kanyea Sayon

Operations Manager
Loretto



The LeadingAge New York IGNITE Leadership Academy has taught me things that I both did and did not expect. Being young and relatively new to the field, this academy has taught me so much about me personally and about the nursing home industry. Individually, I learned about my leadership style, emotional intelligence, and my “crucible moment.” I discovered my personality type according to the Myers-Briggs assessment is “ESTJ” which classified me as practical, outgoing, organized, structured, and decisive. While these are things that I may have already known about myself, it was helpful in providing labels for character traits I already possessed. The LeadingAge New York IGNITE Leadership Academy allowed me to view not only my future self, but also my present self as a leader. The Academy gave me the scaffolding and language for things I already was doing and allowed me to build upon the skill set I already possessed. As a leader, it is also important that we empower those who we work with, work for, and communities we serve. The work we do day in and day out can be challenging. Empowering employees to do the work and become problem solvers (ethically and legally) will only help the organization as a whole. As I continue on my leadership journey, I am most excited about being a positive contribution to the teams and communities I serve. I am looking forward to opportunities to inspire others who look like me to aim for greatness and leadership roles – to be the role model I always wished I had.



Christine Shippers

**Assistant Director of Dining
and Nutrition Services**
St. Ann's Community



Being a part of the IGNITE Leadership Academy has been both a privilege and a pleasure. I took away so many life-changing lessons and experiences, starting right from the first session. I think one of the biggest contributors to my learning was that my class was diverse, and it was a safe place to work through the various concepts. It would otherwise be difficult to find an opportunity in life where you can feel safe enough to open yourself up to new people of all walks of life with different experiences, backgrounds, and interests. I learned SO much from the other people in my class. That was particularly helpful for me, as I sometimes forget that not everyone thinks the way I do, believes the way I do, behaves the way I do. I've grown a lot in that area, thanks to the Academy. It was also very special that we all had a commonality – the passion for caring for others. Having this in common set the stage for bonding, collaboration, and long-lasting relationships.

While I learned that everyone is different and has different opinions and backgrounds, (I knew this already, but I couldn't wrap my arms around it and how it transcends into my leadership until now) I also learned that I don't have to change or mold who I am to be an effective leader to different types of people. I have talents and skills to share just the way I am. What's more important is how I adapt myself as a leader when interacting with different people. I can still stay true to myself while helping others find their way, even if it is different than my way.



Lori Vail

Administrator
Loretto



Participating in the IGNITE Leadership Academy has impacted me in ways that I never thought possible. Throughout life there are always people that you strive to become, the perfect parent, leader, friend, etc. This experience taught me that there is no template for a good leader, there is no mold that I need to fit myself into in order to be successful leading a group of people. The Leadership Academy allowed me to understand that you do not have to be great at everything, you simply need to surround yourself with people who complement your weaknesses. This has changed my day-to-day life both at work and in my personal life as I now take the time to learn and expand on everyone on my team's strengths to make the team work together more efficiently and happily. This experience empowered me to demonstrate servant leadership throughout the unavoidable transformational change that is happening in the field of senior care. The Leadership Academy has empowered me to be my true authentic self in every situation I encounter, along with helping me understand the true importance of self-care. This experience is one that I will be forever grateful for.




Chris Zoellick

Chief Technology Officer
Jewish Senior Life



Participating in the IGNITE Leadership Academy has been a profound experience that has significantly shaped my approach to leadership. One of the most impactful aspects has been the cultivation of heightened self-awareness and mindfulness, which has fundamentally transformed how I engage with others in leadership roles. Through dedicated exercises and learning opportunities, I've developed a greater capacity for empathy and emotional intelligence, enabling me to forge stronger connections and navigate challenges more effectively. Furthermore, the Academy has provided a platform for me to identify and leverage my strengths while also recognizing areas for improvement. The supportive environment fostered by my fellow participants has been invaluable, fostering a sense of camaraderie and mutual growth. Additionally, the opportunity to interact with leaders in the senior care industry across New York State has broadened my perspective and deepened my understanding of the complexities within our field.

Participating in the IGNITE Leadership Academy has been a privilege, offering not only personal and professional development but also a profound sense of gratitude for the connections made and the insights gained. As I continue to evolve as a leader, I am grateful for the transformative impact the Academy has had on my leadership approach and interactions within the senior care industry.



“If you get the opportunity, take it! It is life-changing. You are able to meet and connect with passionate, mission-focused peers in the field. The program pushes you out of your comfort zone where personal and professional growth is made.”

**Sarah Bohnstadt
Housing Director
United Church Manor
Class of 2023-24 Graduate**



Ignite Your Leadership Flame!

LeadingAge New York launched the state Leadership Academy in June of 2013. This transformational leadership program is designed to foster growth and relationships among our current and next generation of leaders within New York’s non-profit providers of housing and services to older adults and people with disabilities. The program is modeled on national and other state leadership programs-most designed by consultant Michele Holleran-but focuses on topics of interest to New York members.

For more information, contact Diane Darbyshire at ddarbyshire@leadingageny.org.

LEADERSHIP ACADEMY

2023-24 GRADUATES



Maria Abelleira

Director of Human Resources
Ozanam Hall of Queens Nursing Home, Inc.

Yolanda Harvard

Assistant Director of Nursing
St. John's Home

Sarah Bohnstadt

Director of Housing
United Church Manor

Julia Johnson

Director of Health Information / Quality Assurance
St. Luke Health Services

Tyler Brennan

Assistant Controller
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Annalyse Komoroske Denio

Senior Policy Analyst
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Nicole Cash

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Mary Lou Letina-Land

Director of Marketing & Sales
Fox Run at Orchard Park

Rachel Dalton

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Jo-Ann Pinder

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Amanda Frederick

Vice President, Health Plan Operations
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Christine Shippers

Assistant Director of Dining & Nutrition Services
St. Ann's Community

Lindsay Hanneman

Nurse Manager/RN
Elizabeth Seton Children's Center

Chris Zoellick

Chief Technology Officer
Jewish Senior Life

FACULTY



FACILITATORS:

Laurie Mante, Executive Director, Kendal at Ithaca

Diane Darbyshire, Vice President for Advocacy and Public Policy,
LeadingAge NY

COACHES:

Mary Wassel, Administrator, The Nottingham Memory Care Residence

Jennifer Drofenik, Director of Health Services, Peconic Landing

David Watkins, Corporate Director of Food Service, Episcopal SeniorLife
Communities

Ellen Quinn, Vice President of Human Resources, LeadingAge NY



From Left: Mary Wassel, Ellen Quinn, Diane Darbyshire, Laurie Mante,
Jennifer Drofenik, David Watkins

COORDINATORS:

Nancy Caban, Executive Assistant to the President/CEO, LeadingAge NY

Earl Gifford, Member Specialist, LeadingAge NY

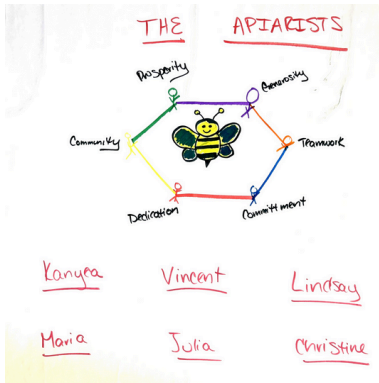
TEAMS

Leaders "R" Us



From Top Left: Jo-An Pinder, Lori Vail, Sarah Bohndstadt, David Watkins (coach), Tonya Roser, Tyler Brennan
From Bottom Left: Mary Lou Letina-Land, Rachel Dalton

The Apiarists



From Left: Vincent Dunston, Maria Abelleira, Julia Johnson, Lindsay Hanneman, Christine Shippers, Jennifer Drogenik (coach), Kanyea Sayon

The Legacy

From Top Left: Chris Zoellick, Steve Denil
From Middle Left: Yolanda Harvard, Annalyse Komoroske Denio, Mary Wassel (coach), Nicole Cash, Amanda Frederick,
Bottom: Samantha-Jo Felice



HOST SITES

Thank you to the LeadingAge
New York members that hosted
each session:

Cherry Ridge at St. Ann's, Webster

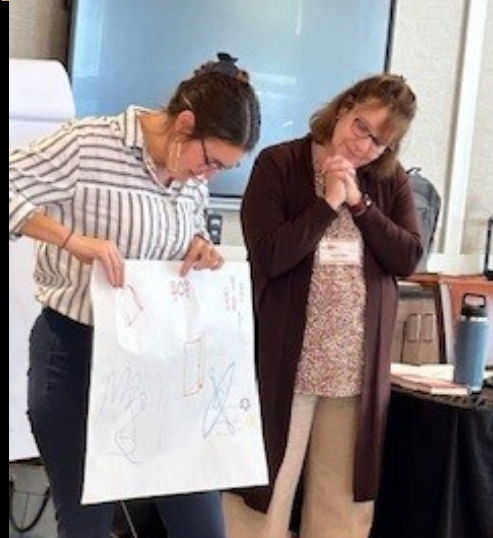


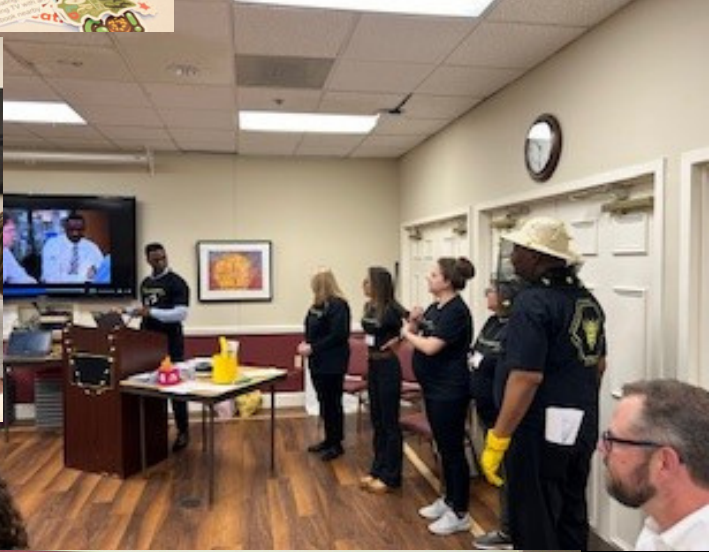
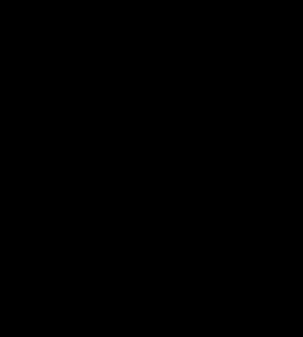
Fountaingate Gardens, Commack

Eddy Village Green, Cohoes



The Nottingham, Jamesville



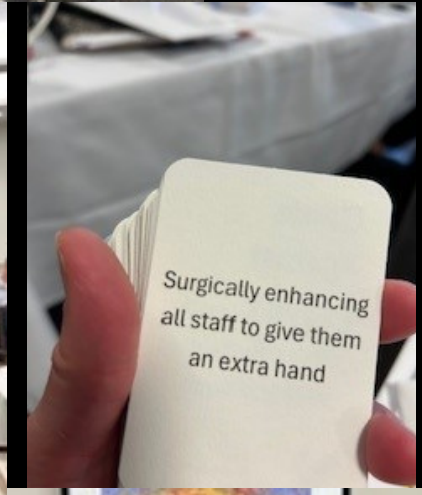




Congratulations to the IGNITE 2023-24 class! Now more than ever, our field needs strong, committed leaders like you. I encourage you to stay engaged with your new networks, and with LeadingAge NY. On behalf of LeadingAge New York, I wish you all the best.

*James W. Clyne, Jr., President and CEO,
LeadingAge New York*











“The Leadership Academy promotes not only professional growth, but your personal growth along with it. Not only will you hone your leadership skills and learn new strategies, but you will go deeper and learn to question yourself and your own approach in an effort to improve your effectiveness. It brings you beyond the “what” of leadership challenges to address your own “why” and set a sense of purpose. Working alongside leaders throughout the state provides fresh perspectives on the parallel challenges that we all face, resulting in collaborative solutions. This Academy should be mandatory for all leaders, especially in senior care, but any other field as well.”

**Tyler Brennan, Assistant Controller, Masonic Care Community
Class of 2023-24 Graduate**



MISSION

To facilitate the development and growth of the next generation of senior living leaders in New York, with a focus on internal and external relationship building, the sharing of best practices, and a passion for continuous learning.

VALUES

Collaboration
Generous Listening
Thoughtful Questioning
Responsiveness
Open Communication
Diversity

VISION

To create an engaged group of transformational senior living leaders who are prepared to serve their own organizations and support the goals of LeadingAge New York in an exemplary and innovative fashion.



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