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**“SENIOR LIVING LEADERSHIP ACADEMY GOING STRONG AT THE OSBORN IN RYE, NY”**

RYE, NY – April 1, 2019: The Larry Minnix Leadership Academy launched in 2006, and sponsored by LeadingAge (the national member organization known as the trusted voice for aging). The purpose is to grow industry leadership by expanding their understanding, share best practices and collaborate with others professionals who serve seniors.

President and CEO of The Osborn Matt Anderson is a 2008 LeadingAge Fellow and former coach of the program at the national level. “The senior living landscape is growing and is constantly changing. Today’s environment is becoming more complex and the need for leadership has never been greater.” So far, more than 400 people have completed the course nationwide.

The program has been so successful at the national level that Mr. Anderson and fellows from the national program created a similar learning opportunity at the state level. Requirements for the year-long program include four, half-day sessions, site visits, outside reading and a culminating conference. The state program, called IGNITE, was offered for the first time in 2013.

“We believe diverse perspectives make for a better program,” said Diane Darbyshire from LeadingAgeNY. “The program is always evolving based on the feedback we get. For many, it comes at a critical phase in their careers and inspires them to take the next step.”

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A key piece of the curriculum is the Active Learning Project (ALP) in which participants conceive of and implement a new program that improves the quality of their organization.

Maria Siano, Associate Director of Human Resources at The Osborn, recognized that the content given to participants in the LeadingAgeNY Ignite program would benefit managers who actually lead the day-to-day work at The Osborn. Her ALP was motivated by what she learned during the 2016-17 IGNITE program that she decided to apply the model to managers at The Osborn. Osborn managers attend four, half-day learning sessions over a one year period. However, the learning continues much longer. Participants also complete reading assignments, attend outside speaker events and there is even homework. Recently 36 participants from different departments at The Osborn participated in the training.

Adrienne Rynne, Director of Assisted Living at The Osborn, is also a graduate of the IGNITE program (2014-15). For her Active Learning Project, she implemented an Assisted Living Coalition that included other members of LeadingAgeNY to share best practices and enhance the quality of life for those they serve via quarterly conference calls.

For Lisa Hoxie, Director of Life Enrichment at The Osborn, that next step led her to launch the Music & Memory<sup>®</sup> program in The Osborn's Memory Care and Long Term Skilled Nursing communities. A generous gift from a resident donor made it possible. "I was teamed up with participants from other disciplines and got a clear sense of the synergies within organizations like ours," says Ms. Hoxie.

"Regardless of what area of the organization someone works, sharing knowledge and experience can benefit us all and extend that benefit to our residents," states Mr. Anderson.

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**The Osborn** is a private, non-profit, continuum of care community, founded in 1908 and based in Rye, New York. It offers Independent Living, Assisted Living, Memory Care, a Five-Star Skilled Nursing Facility, as well as In- and Outpatient Rehabilitation care. In addition to residential and healthcare services on its 56-acre campus, the organization provides home care in Westchester and Fairfield Counties through Osborn Home Care. The Osborn is accredited by CARF and has an A- rating from Fitch. Individuals and families interested in learning more about The Osborn are invited to call 888-9-OSBORN or visit [www.theosborn.org](http://www.theosborn.org). For Osborn Home Care, call (914) 925-8221 (Westchester County), (203) 641-7683 (Fairfield County), or visit [www.osbornhomecare.org](http://www.osbornhomecare.org).

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*Osborn staff during one of their learning sessions for the IGNITE program.*



*Osborn staff receive certificates after completing IGNITE program training.*