

# ASPIRE LEADERSHIP ACADEMY

*Aspire to Inspire*

Equipping aspiring leaders on their leadership journey.

*Aspire Leadership Academy is a transformative certificate training program designed to equip aspiring leaders with the skills, knowledge, and confidence necessary to navigate the complexities of effective leadership in today's rapidly changing world. Recognizing that leadership is not merely a position but a journey characterized by continuous growth, self-awareness, and impact, the Academy endeavors to cultivate the next generation of leaders who are not only capable but also ethical and socially responsible.*



**March 20, April 17, June 19 and July 17**  
9:00 am-5:00 pm



**Hampton Inn at Harbison/I-26-**  
**101 Woodcross Drive, Columbia SC 29212**



**Denise Kish, LNHA, CRCFA, CDP**  
With over 25 years of experience and success in leadership across long-term care, elite training organizations, and the pharmaceutical industry, Denise Kish is a dedicated and inspiring educator. Denise's mission is to mentor the next generation of leadership for excellence.

**A** - Accountability  
**S** - Strategic Vision  
**P** - People-Centric  
**I** - Integrity  
**R** - Resilience  
**E** - Empowerment

**PERSONAL  
GROWTH**

**CERTIFICATE  
PROGRAM**

**NETWORKING  
OPPORTUNITIES**



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**803-851-6308**

Visit Our Website  
[www.scassistedliving.org](http://www.scassistedliving.org)



# ENHANCE YOUR PROFESSIONAL AND PERSONAL DEVELOPMENT BY UNLOCKING YOUR LEADERSHIP POTENTIAL.

*If you need to request a payment plan, please contact SCALA to arrange it. To receive your certificate, all payments must be made before the program ends.*

The South Carolina Assisted Living Association (SCALA) is launching the Aspiring Leadership Academy, designed for executive leaders, administrators, directors, and mid-level or aspiring managers in long-term care communities. This five-month program aims to help participants develop a consistent and sustainable leadership philosophy by integrating established leadership models from experts such as Blanchard, Sinek, Kouzes and Posner and Parker. The curriculum focuses on culture-awareness, effective communication, and value-driven leadership, equipping emerging leaders to inspire their teams, make informed decisions, and navigate complex organizational challenges. The Academy includes four in-person classes and a personal coaching session (focusing on goals), providing a comprehensive approach to leadership development.

## 1 Cost, dates and certificate details?

**This semester dates:** March 20, April 17, May (virtual coaching session to be scheduled individually), June 19 and July 17 (9 am-5pm daily)

**Location for training:** Hampton Inn-101 Woodcross Drive, Columbia SC 29212

**Ceu's:** As a bonus, we will be applying for CEU's for South Carolina administrators through the Board of Long Term Healthcare Administrators and CE Broker.

*The teaching will be conducted and facilitated by: Denise A. Kish, LNHA, CRCFA, CDP.*

**Cost:** The cost for a four-month training program (including a one hour one/one personal coaching) will be \$1,700.00 per SCALA member and \$2000 for non-members.

**A certificate will be given upon completion and recognition at the Annual Conference.**

Participants will also be placed into a network leadership group to ask advice, coaching, learn new techniques and discuss issues – this will be ongoing.

Registrants must plan to attend all trainings in order to receive the certificate. No refunds will be provided for cancellations or missed trainings.

## 2 Program structure and topics?

Book Recommendations are not required reading – they will be referenced as part of the leadership series.

**1 - Principles of Leadership** – Discover the basic foundations skills of leadership and employee engagement by understanding your team and the people you manage. Ignite the use of Vision, Values, Process, Empowerment and Heart as the essence of leadership. Begin to set goals and discover processes to ensure success of basic leadership systems. Book Recommendations: The Situational Leader Model by Blanchard, The Leadership Challenge by Kouzes and Posner.

**2 - Creating Aspiring Teams** – How do teams form and how do you as a leader match your leadership to your team's environment . Discuss systems that need to be enhanced to ensure team/employee satisfaction within your communities, including team dysfunctions. Discuss how understanding principles of leadership/team and engagement can help you to become an inclusive confident leader in all situations. Book Recommendations: The Power of Positive Teams by Gordon, Team Players and Teamwork by Parker and the Five Dysfunctions of a Team by Lencioni.

**3. Communication, Conflict and Collaboration** - Understand communication through discovering how to resolve conflict, conduct fierce conversatons. This session will work to enhance your coaching for improvement and success conversations, enhance your Rounding and Huddles platforms with practice on these skills to ensure expectations are being met and that we are handling situations quickly and effectively. We will includes policies and steps to incorporate into your community, manage the why and ensure adherence to expectations. Book Study – Crucial Conversations by Patterson, Grenny, McMillan and Switzler – Start with Why by Sinek.

**4. Managing Change and Continuous Quality Improvement** – Focus on managing change and transitions within your organization. Understand the use of CQI to track measurable change and procedural improvements. Identify skills we need to manage change effectively. Inclusion. Book Recommendation: Managing Transitions by Bridges and Leading Change by Kotter.



# ASPIRE LEADERSHIP ACADEMY SC ASSISTED LIVING ASSOCIATION REGISTRATION FORM

MEMBER -\$1700

NON-MEMBER -\$2000

Full Name

Email Address

Phone Number  License # if applicable

Community or Company Name

What are your primary objectives for participating in this program?

## REGISTRATION DIRECTIONS:

Please complete ALL info on this form in the event that we need to contact you regarding seminar changes & please print information clearly. If you have questions, email [SCALA@scassistedliving.org](mailto:SCALA@scassistedliving.org) or call (803) 851-6308.

## CANCELLATION POLICY:

Refunds or credit will not be issued if you miss any of the mandatory training sessions. A certificate will not be granted if all scheduled sessions are not completed. These are in-person training sessions, excluding the coaching session. Upon registration, you are expected to make arrangements to attend the full days of training scheduled. Cancellations less than 14 days prior to the first class will not be permitted. Approval of a cancellation refund 10 days prior to the commencement of the first session of the program is required, and a \$75 processing fee will be charged.

## PAYMENT INFORMATION:

Check for \$ \_\_\_\_\_ enclosed  Request Invoice via email to pay through QuickBooks

Charge \$ \_\_\_\_\_ to Visa/MasterCard/Discover/Am Exp.

# \_\_\_\_\_,

Exp. \_\_\_\_\_

Name on Card \_\_\_\_\_

Email for receipt \_\_\_\_\_

DATE

SIGNATURE

**Please complete the registration form & return with payment to:**  
**SCALA**  
**PO Box 4561**  
**Irmo, SC 29063**  
**Fax: (803) 753-9296 or**  
**Email to:**  
**[SCALA@scassistedliving.org](mailto:SCALA@scassistedliving.org)**