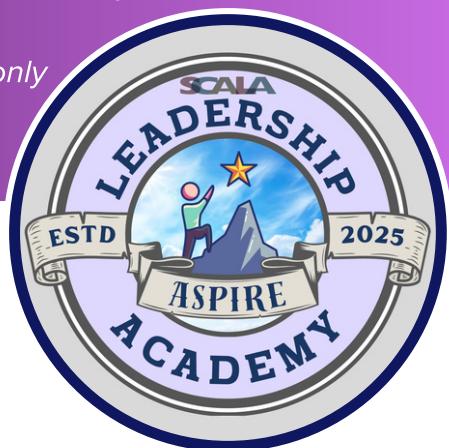


ASPIRE LEADERSHIP ACADEMY

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.



***2026 DATES* Feb 12, March 12, April 16, May 14**

10:00 am-2:30 pm, lunch break 12-12:30 pm



Live webinar - Online Format



Denise Kish, LNHA, CRCFA, CDP

With over 30 years of experience and success in leadership across long-term care and elite training organizations, 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

THIS IS ANOTHER OPTION FOR CEU'S FOR LICENSED ADMINISTRATORS. CANNOT REGISTER PER CLASS. THIS IS A 4 MONTH PROGRAM. ONE DAY A MONTH.

DEADLINE FEBRUARY 6 TO REGISTER.

ADMINISTRATORS: RECEIVE NAB CEU'S FOR EACH CLASS. RECEIVE ALL 18 WITH YOU REGISTRATION AND COMPLETION OF ALL CLASSES BY MAY!

**NEW LIVE WEBINAR FORMAT
LOWER RATES**

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: February 12, March 12, April 16 and May 14 (virtual coaching session to be scheduled individually).

Location for training: Live webinar via Zoom. Access to be sent 3 days prior to meeting

Ceu's: As a bonus, we will be applying for 4 CEU's for South Carolina administrators through NAB for each session.

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

Cost: The cost for a four-month online training program (including a one hour one/one personal coaching) will be \$700 for SCALA members and \$900 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. Class makeups will be available upon next semester schedule. No more than one unattended class.

2 Program structure and topics

Books 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, Communication, Process, Empowerment and Heart as the essence of leadership. Begin to set goals and discover processes to ensure success of basic leadership systems. Leadership References to: 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. Leadership References to: 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, manage the why and conduct fierce conversations. This session will work to enhance your coaching for improvement and success conversations, enhance your Rounding and Huddles platforms, understand the power of personality and discover a positive tool for resolving conflict. Leadership References to: 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. Leadership Reference to: Managing Transitions by Bridges and Leading Change by Kotter.



ASPIRE LEADERSHIP ACADEMY SC ASSISTED LIVING ASSOCIATION REGISTRATION FORM

MEMBER -\$700

NON-MEMBER -\$900

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 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. _____

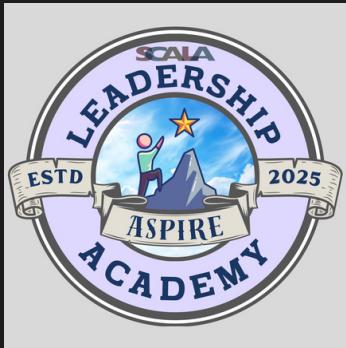
Name on Card _____

Email for receipt _____

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

DATE

SIGNATURE



Aspire Leadership Academy Agenda

Principles of Leadership

February 12, 2026

9:00 AM

REGISTRATION & WELCOME

9:00-10:30 AM

UNDERSTANDING LEADERSHIP FOUNDATIONS: EXPLORE DIFFERENT DEFINITIONS AND THEORIES OF LEADERSHIP.

Denise Kish

10:30-10:45 AM

BREAK

10:45 AM-12:15 PM

TEAM DYNAMICS AND EMPLOYEE ENGAGEMENT: ASSESSING YOUR TEAM: USE TOOLS LIKE PERSONALITY ASSESSMENTS (E.G., MYERS-BRIGGS TYPE INDICATOR, DISC) TO UNDERSTAND TEAM DYNAMICS.

12:15-1:00 PM

LUNCH BREAK

1:00-2:30 PM

VISION AND VALUES: CREATING A VISION STATEMENT: WORKSHOP SESSIONS ON DEVELOPING A COMPELLING VISION STATEMENT THAT ALIGNS WITH THE ORGANIZATION'S GOALS

2:30-2:45 PM

BREAK

2:45-4:15 PM

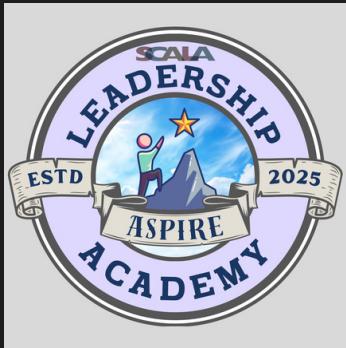
PROCESSES AND EMPOWERMENT: EFFECTIVE PROCESSES: ANALYZE EXISTING WORKFLOWS AND IDENTIFY AREAS FOR IMPROVEMENT. DISCUSS THE IMPORTANCE OF STANDARD OPERATING PROCEDURES (SOPs) AND BEST PRACTICES.

4:15 PM

CLOSING REMARKS & Q&A

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

This class will be applied for 6 ceu's with NAB



Aspire Leadership Academy Agenda

Creating Aspiring Teams

March 12, 2026

10:00 AM

WELCOME

10:00 AM -12 PM

UNDERSTANDING TEAM FORMATION

- STAGES OF TEAM DEVELOPMENT

Denise Kish

LEADERSHIP MATCHING TO TEAM ENVIRONMENT

- LEADERSHIP STYLES

12:00-12:30 PM

LUNCH BREAK

12:30-2:30 PM

ENHANCING TEAM SYSTEMS FOR SATISFACTION AND TEAM DYSFUNCTIONS

- ESSENTIAL SYSTEMS TO CONSIDER

The Role of Leadership Principles in Inclusivity and Confidence: Understanding Engagement, Principles for Inclusive Leadership, Developing Confidence as a Leader

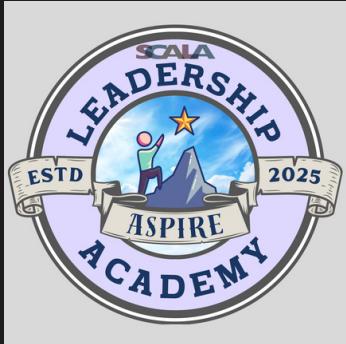
2:30 PM

CONCLUSION & Q&A

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

This class will be applied for 4 ceu's with NAB



Aspire Leadership Academy Agenda

Communication, Conflict and Collaboration

April 16, 2026

10:00 AM-12 PM

- FOUNDATIONS OF CONFLICT AND COMMUNICATION
- EXPLORING "CRUCIAL CONVERSATIONS"

Denise Kish

- CONDUCTING FIERCE CONVERSATIONS
- ENHANCING ROUNDING AND HUDDLES

12:00-12:30 PM

LUNCH BREAK

12:30-2:30 PM

- INTEGRATING POLICIES AND MANAGING EXPECTATIONS
- INSIGHTS FROM "START WITH WHY"

- Action Planning : Develop Personal Action Plans
- Reflection

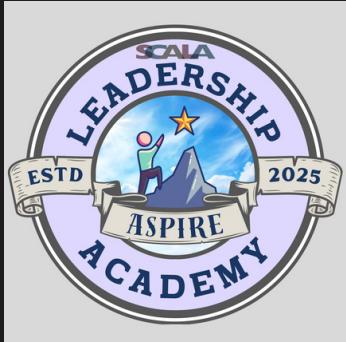
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CONCLUSION & Q&A

Understand communication through discovering how to resolve conflict, conduct fierce conversations.

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 include 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.

This class will be applied for 4 ceu's with NAB



Aspire Leadership Academy Agenda

Managing Change & Continuous Quality Improvement

May 14 , 2026

10:00 AM- 12 PM

- INTRODUCTION TO CHANGE MANAGEMENT
- THE CHANGE PROCESS

Denise Kish

- CONTINUOUS QUALITY IMPROVEMENT (CQI) IN CHANGE MANAGEMENT
- METRICS & MEASUREMENT

12:00-12:30 PM

LUNCH BREAK

12:30-2:30 PM

- KEY SKILLS FOR MANAGING CHANGE
- THE ROLE OF INCLUSION IN CHANGE MANAGEMENT

- INSIGHTS FROM RECOMMENDED BOOKS
- ACTION PLANNING

2:30 PM

CONCLUSION & Q&A

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.

This class will be applied for 4 ceu's with NAB