WIN LEADERSHIP ACADEMY

PURPOSE

The purpose of the WIN Leadership Academy is to identify, engage, mentor, and nurture future WIN leaders. In its inaugural year, the WIN Board of Governors will select five WIN members to join this initiative designed for promising leaders and scholars in the Western region. Participants will learn more about the organization, refine and strengthen leadership skills, complete a cohort project of value to WIN, and receive peer-mentoring.

GOALS

- To increase the pool of WIN members who are prepared to successfully lead within the organization.
- To increase the diversity of leaders in the organization.
- To engage members in WIN leadership.

ACADEMY ACTIVITIES

- Complete a year-long mentorship with a Board member or WAN member (one meeting per month).
- ~~Participate in mentored monthly cohort meetings that include a leadership book club. Potential book: *The Leadership Challenge* by James Kouzes and Barry Posner~~
- In collaboration with fellow cohort members, complete a project of value to WIN and its strategic goals. Select from menu of potential projects developed by the Board. Present the cohort project at the annual conference, if applicable.
- Attend WIN Board meetings, which may include the in-person meeting at the annual conference.
- Recognition at the annual conference.

OUTCOME EXPECTATIONS

- Cohort project implementation.
- Serve on the WIN Board, a committee, or task force.

SELECTION CRITERIA

- Be a current member of WIN with an earned PhD or DNP.
- Complete and submit an application.
- Top candidates will participate in a live interview with members of the WIN Board.

TIMELINE

- April 2027: Leadership Academy Announcement and Call for Applications
- June 1, 2027: Application deadline
- June 2 - June 20, 2027: Application review
- July 7 - 23, 2027: Selection Interviews
- July 26 – August 6, 2027: Cohort selection
- August 2027: Cohort announcement and program launch

~~POTENTIAL OUTLINE FOR THE 9-MONTH LEADERSHIP ACADEMY SESSIONS~~

~~Kouzes and Posner Leadership Challenge~~

~~*The Leadership Challenge* by James Kouzes and Barry Posner is a research-based guide that defines leadership as a measurable, learnable set of behaviors rather than an inherent personality trait. Based on decades of global data, the authors present "The Five Practices of Exemplary Leadership," which instruct leaders to model the way, inspire a shared vision, challenge the process, enable others to act, and encourage the heart. Ultimately, the book demonstrates that extraordinary leadership turns abstract values into concrete actions by fostering trust, collaboration, and meaningful engagement across an organization.~~

~~The book could form the foundation for a 9-month program, and the cohort project could be woven throughout.~~

~~1. Session 1~~
~~a. Intro to the program purpose and goals and book - have a short syllabus for the program that outlines expectations and assignments and meeting times.~~
~~b. Readings Introduction & Overview~~
~~• Ch. 1: When Leaders Are at Their Best~~
~~• Ch. 2: Credibility Is the Foundation of Leadership~~

~~2. Session 2~~
~~a. Mini presentatiion & discussion~~
~~b. Readings - Practice 1: Model the Way~~
~~• Ch. 3: Clarify Values~15 minutes~~
~~• Ch.4: Set the Example~~

~~3. Session 3~~
~~a. Mini presentation & discussion~~
~~b. Readings - Practice 2: Inspire a Shared Vision~~
~~• Ch. 5: Envision the Future~~
~~• Ch. 6: Enlist Others~~

~~4. Session 4 - Guest speakers to discuss their roles in WIN and leaders facilitate discussion on how the practices apply~~

~~5. Session 5~~

a. Mini presentation & discussion
b. Readings - Practice 3: Challenge the Process
- Ch. 7: Search for Opportunities
- Ch. 8: Experiment and Take Risks

6. Session 6
a. Mini presentation & discussion
b. Readings - Practice 4: Enable Others to Act
- Ch. 9: Foster Collaboration
- Ch. 10: Strengthen Others

7. Session 7- Guest speakers to discuss their roles in WIN and leaders facilitate discussion on how the practices apply

8. Session 8
a. Mini presentation & discussion
b. Readings -Practice 5: Encourage the Heart
- Ch. 11: Recognize Contributions
- Ch. 12: Celebrate the Values and Victories

9. Session 9 - Conclusion - leaders facilitate discussion on how the participants have learned and applied the 5 practices. If this is a WIN lunch session - could also discuss if there were posters presented?
a. Readings - Ch. 13: Leadership Is Everyone's Business