



EMPOWERING LEADERS TO  
SHAPE THE FUTURE OF  
AGING SERVICES



# LEADINGAGE MISSOURI LEADERSHIP ACADEMY

2025-2026

# Introduction



LeadingAge Missouri's Leadership Academy offers a transformative year-long educational journey, specifically crafted to empower professionals in aging services to enhance their leadership skills.

Our thorough program provides participants with the essential skills and knowledge needed to thrive in our field. Facilitated by the Jordan River Group (JRG), this initiative takes a proactive stance in recognizing growth opportunities for each participant. JRG collaborates closely with individuals to develop personalized playbooks tailored to their distinct needs. These playbooks act as strategic roadmaps, helping participants achieve consistent and measurable results while promoting their professional growth.

## Facilitator: Jordan River Group



### **Steve Hopkins** **Founder & CEO, Jordan River Group**

Steve Hopkins brings over 20 years of expertise in leadership development, coaching, and organizational strategy to his role as a facilitator for the LeadingAge Missouri Leadership Academy. As the founder of Jordan River Group, he is deeply committed to empowering leaders within the aging services sector. His efforts are centered on developing tailored leadership programs that inspire professionals to excel in their roles and devise innovative solutions to the challenges faced in senior living. He is recognized for his collaborative approach, guiding participants through personalized coaching sessions, real-world case studies, and hands-on fieldwork that promotes sustained growth.

# Program Overview



## WHO

Aging services professionals from all departments, at the early or middle stages of their careers are encouraged to participate. It's specifically designed for individuals who demonstrate leadership qualities, regardless of their direct supervision of staff.



## WHAT

The academy provides in-depth content on the fundamental building blocks of leadership with an emphasis on leading yourself, others, business, & change. Participants engage in forums, fieldwork, and receive personalized coaching and mentorship.



## HOW

Fellows engage in dynamic practice activities and tools that include: four in-person summits, monthly zoom meet-ups, assessments, guest speakers, and one-on-one coaching sessions.



## WHEN

This twelve month long program kicks off in May 2025 and wraps up with a graduation in May 2026.

## IMPACT

- Enhance your ability to deliver impactful business results
- Prepare for higher-level roles and responsibilities
- Boost your engagement within your organization.
- Elevate your understanding of advocacy and role of LeadingAge Missouri as the driver for change in our industry

# How Does The Academy Work?

## FIELDWORK

JRG hosts monthly Zoom calls, guiding engaging discussions on the designated leadership skill for that month. Participants actively apply the program's curriculum through on-the-job practice activities, with check-in tracking their growth in each competency.

Leveraging the "Skool" app, participants interact, engage in forums, celebrate achievements, and delve in to enriching discussions on diverse topics. The app offers convenient access to a wide range of content, including videos, audios, proactive prompts, and chat dialogue.

## COACHING

Throughout the program, JRG's experienced coaches actively engage with participants through group and one-on-one coaching sessions. With their guidance and supportive feedback, JRG helps participants identify goals, navigate challenges, and unleash their full potential.

## ASSESSMENTS

The Academy begins with an assessment designed to gauge participants' motivators, ideal work environment, and desired work outcomes. Following the Humantelligence assessment, participants will progress through a series of summits and fieldwork.

## SUMMITS

Thoughtfully crafted events that facilitate networking and knowledge transfer. Each focuses on a specific theme or behavior, featuring discussions, skill highlights, and dynamic group activities for enhanced comprehension and support. There are four summits: One held in conjunction with LeadingAge Missouri's fall conference; graduation and our final summit will be in parallel with LeadingAge Missouri spring conference. We will then have two other summits are full-day events with networking opportunities held at a member community.



"This program is one of the most inspiring tracks I've taken. It's low pressure and self-paced, yet I feel naturally drawn into the curriculum and connecting with colleagues. It's been fulfilling to discuss and learn new leadership topics with professionals who have varying years of experience and backgrounds. I've found myself feeling more confident in my daily job and a better leader. It's gotten me out of my hesitations and indirectly put me in more collaborative moments with others. I'd highly recommend this program to all levels of professionals, whether you're a greenhorn or an older pair of shoes like myself."

*Matt Academy Fellow*

# Schedule

Month	Schedule & Focus
September	Initial call Humantelligence Assessment Kick off Zoom Call with cohort First Summit at John Knox Village
October	Self Awareness
November	Resilience
December	Self Care & Balance
January	Empathy In Person Summit
February	Conflict Management
March	Influence
April	Problem Solving
May	Adaptability In Person Summit
June	Accountability
July	Anticipation In Person Summit
August	Ideation
September	Experimentation Last Summit with Graduation



*Hear from an Academy fellow*



"The guidance and support has truly transformed my approach to leadership, and I am excited to implement everything I've learned. The insights Jordan River Group shared were not only practical but also inspiring, encouraging me to strive for excellence. I am grateful for the time and effort they invested in my development, and I look forward to applying these skills to drive success within our team. Thank you for your invaluable mentorship and encouragement."

*Starr - Academy fellow*

**FEE**

\$3000 tuition

Participants enroll and multiple people from a community are welcome to participate.

Fill out enrollment form & return to [rebekahlucas@leadingagemissouri.org](mailto:rebekahlucas@leadingagemissouri.org)



## ENROLLMENT

Spaces are limited and we will contact you by August 15, 2025 regarding your enrollment status.