2024 – 2025 pATHWAYS TO LEADERSHIP

# Program Events and Timeline

* Sept. 19, 2024: Program Kickoff
* Sept. 20, 2024 Program Orientation
* March 28 or April 4, 2025: Certified Supervisor Certification Exam
* Program Portfolio Presentation
* May 23, 2025: Program Graduation

# Required Reading List

1. *Certified Supervisor* (CS), by ICPM
2. *Alaska Native Cultures and Issues, Provided by T&D*
3. *Two month’s Leadership Book Club*

# Program Schedule (schedule subject to change)

| Date/Time | Description |
| --- | --- |
| Sep 1 – Sep 30, 2024 | **Mentor Meeting** |
| Sep 1 – Sep 13, 2024 | Blackboard Introduction Post/Video/Responses  |
| Sept. 19, 20241pm – 4:30pm | **Program Kick Off & Leadership Networking**  |
| Sept. 20, 20248:30am – 5pm | **Program Orientation & Teambuilding**  |
| Sept. 15 – Oct. 8, 2024 | *Blackboard Posts* |
| **Optional** Sep. 27, 20241pm – 2pm  | Book Club Theme: ANTHC Leadership |
| Oct. 1 – Oct. 31, 2024 | **Mentor Meeting** |
| **Optional** Oct. 3, 20241pm – 2pm | Leadership Programs Alumni Networking Event |
| Oct, 8 – Nov. 5, 2024 | *Blackboard Posts* |
| Oct. 9, 20248:30am – 5pm | **Cohort A: Core Training #1**  |
| Oct. 16, 20248:30am – 5pm | **Cohort B: Core Training #1**  |
| **Optional** Oct. 25, 20241pm – 2pm  | Book Club Theme: Sports Leadership |
| Nov. 1 – Nov. 30, 2024 | **Mentor Meeting** |
| **Optional** Nov. 7, 20241pm – 2pm | Leadership Programs Alumni Networking Event  |
| Nov. 6 – Dec. 10, 2024 | *Blackboard Posts* |
| Nov. 13, 20248:30am - 5pm | **Cohort A: Core Training #2** |
| Nov. 20, 20248:30am - 5pm | **Cohort B: Core Training #2**  |
| **Optional** Nov. 22, 20241pm – 2pm | Book Club Theme: Alaska Native/ Nativeamerican Leadership  |
| Dec. 1 – Dec. 31, 2024 | **Mentor Meeting** |
| **Optional** Dec. 5, 20241pm – 2pm | Leadership Programs Alumni Networking Event  |
| Dec 10 – Jan. 14, 2025 | *Blackboard Posts* |
| Dec. 11, 20248:30am – 5pm | **Cohort A: Core Training #3** |
| Dec. 18, 20248:30am – 5pm | **Cohort B: Core Training #3**  |
| **Optional** Dec. 20, 20241pm – 2pm | Book Club Theme: Leadership at the Movies  |
| Dec. 31, 2024 – **Deadline** –Complete 2+ hours of Community Service, one book club, 2 hours of Professoinal Development Trainings and complete **EITHER** your Job Shadow or Executive Meeting |
| Jan. 1 – Jan.31, 2025 | **Mentor Meeting** |
| **Optional** Jan. 9, 20251pm – 2pm | Leadership Programs Alumni Networking Event  |
| Jan. 15 – Feb.11, 2025 | *Blackboard Posts* |
| Jan. 15, 20258:30am – 5pm | **Cohort A: Core Training #4** |
| **Optional** Jan. 17, 20251pm – 2pm | Leadership Book Club: Emerging Leaders  |
| Jan. 22, 20258:30am – 5pm | **Cohort B: Core Training #4**  |
| **Optional:** Jan. 31, 202510am – 12pm | *CS Review for Final Exam* |
| Feb. 1 – Feb. 28, 2025 | **Mentor Meeting** |
| **Optional** Feb. 6, 20251pm – 2pm | Leadership Programs Alumni Networking Event  |
| Feb. 12 – Mar. 10, 2025 | *Blackboard Posts* |
| Feb. 12, 20258:30am – 5pm | **Cohort A: Core Training #5** |
| **Optional** Feb. 14, 20251pm – 2pm  | Book Club Theme: Political/Social Leadership |
| Feb. 19, 20258:30am – 5pm | **Cohort B: Core Training #5** |
| **Optional:** Feb. 21, 202510am – 12pm  | **CS Review** for Final Exam |
| Mar. 1 – Mar. 31, 2025 | **Mentor Meeting** |
| **Optional** Mar. 6, 20251pm – 2pm | Leadership Programs Alumni Networking Event  |
| Mar. 10 – Apr.7, 2025 | *Blackboard Posts* |
| Mar. 12, 20258:30am – 5pm | **Cohort A: Core Training #6** |
| **Optional** Mar. 14, 20251pm – 2pm | Book Club Theme: Female Leadership |
| Mar. 19, 20258:30am – 5pm | **Cohort B: Core Training #6**  |
| Mar. 28, 2025 or Apr. 4, 20259am – 11am | **Final Exam** |
| Mar. 30, 2025 – **Deadline** – BOTH Job Shadow and Executive Meeting  |
| Apr. 1 – Apr. 30, 2025 | **Mentor Meeting** |
| **Optional** Apr. 3, 20251pm – 2pm | Leadership Programs Alumni Networking Event  |
| Apr. 8 – May 5, 2025 | *Blackboard Posts* |
| Apr. 9, 20258:30am – 5pm | **Cohort A: Core Training #7** |
| DATE/TIME **TBD** | Program Portfolio Presentation Practice  |
| **Optional** Apr. 11, 20251pm – 2pm | Book Club Theme: International Leadership |
| Apr. 16, 20258:30am – 5pm | **Cohort B: Core Training #7** |
| DATE/TIME **TBD** | Program Portfolio Presentation Dress Rehearsal |
| Apr. 30, 2025 – **Deadline** – All Community Service, networking events, professional development trainings and Book Clubs |
| May 1- May 15, 2025 | **Mentor Meeting** |
| **Optional** May 1, 20251pm – 2pm | Leadership Programs Alumni Networking Event  |
| DATE/TIME **TBD** | **Due**: Final Mission Statement, final elevator speech  |
| DATE/TIME **TBD** | **Due**: Final Program Portfolio link and Bio  |
| May. 7, 20258:30am – 5pm | **Cohort A: Core Training #8** |
| DATE/TIME TBD  | **Program Portfolio Presentation Leadership** |
| **Optional** May 9, 20251pm – 2pm | Book Club Theme: Fiction |
| May 14, 20258:30am – 5pm | **Cohort B: Core Training #8** |
| May 23, 2025TBD | **Program Graduation!**  |

# Program Requirements for Graduation

* Attend the Program Kickoff in person
* Attend Program Orientation in person
* Complete 7 of the 8 Core Trainings
	+ If you live within 50 miles of Anchorage you are required to attend in person
	+ If you live outside 50 miles of Anchorage you are required to attend​ the December or January and May Core Trainings in person
* Complete all assignments and readings
* Write and submit your Personal Mission Statement
* ​Complete Personal Program Portfolio and presentation
* Complete 1 job shadow (8 hours, can be completed over 2 4-hour days)
	+ If you live within 50 miles of Anchorage: with an ANTHC director-level, or above (excluding supervisor)
	+ ​If you live outside 50 miles of Anchorage: must be completed in person with a local organization or for ANTHC (maybe remote)
* Complete 4 hours of community service (outside your normal networks or volunteer activities)
* Attend 4 hours of ANTHC Professional Development training(s)
* Attend 1 networking event
* Attend 1 ANTHC executive meeting (DLT / EMT)
* Maintain "Good Standing" at ANTHC or your Organization
* Have a mentor (meet with them 7 of the 9 months for at least 1 hour each time), excluding your supervisor
* Attend and participate in 2 ANTHC Leadership Book Club discussions
* Pass online exam for Certified Supervisor certification

**Expected Costs for those living outside 50 miles of Anchorage**

* 3 required trips to Anchorage (Expenses include: Flight, hotel, transportation and per diem)
* Program Kickoff September 19 1pm – 5pm & Program Orientation September 20 8am – 5pm
* January or December Core Training (Date depending on which Cohort you are placed in)
	+ December 11th or December 18th 8am – 5pm
	+ January 15th or January 22nd 8am - 5pm
* May Core Training (Date depending on which Cohort you are placed in)
	+ May 7th or May 14th 8am - 5pm
* ​Optional: Graduation and other Core Trainings