



### 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                       | <b>Mentor Meeting</b>                               |
| Sep 1 – Sep 13, 2024                       | Blackboard Introduction Post/Video/Responses        |
| Sept. 19, 2024<br>1pm – 4:30pm             | <b>Program Kick Off &amp; Leadership Networking</b> |
| Sept. 20, 2024<br>8:30am – 5pm             | <b>Program Orientation &amp; Teambuilding</b>       |
| Sept. 15 – Oct. 8, 2024                    | <i>Blackboard Posts</i>                             |
| <b>Optional</b> Sep. 27, 2024<br>1pm – 2pm | Book Club Theme: ANTHC Leadership                   |
| Oct. 1 – Oct. 31, 2024                     | <b>Mentor Meeting</b>                               |
| <b>Optional</b> Oct. 3, 2024<br>1pm – 2pm  | Leadership Programs Alumni Networking Event         |
| Oct. 8 – Nov. 5, 2024                      | <i>Blackboard Posts</i>                             |
| Oct. 9, 2024<br>8:30am – 5pm               | <b>Cohort A: Core Training #1</b>                   |
| Oct. 16, 2024<br>8:30am – 5pm              | <b>Cohort B: Core Training #1</b>                   |
| <b>Optional</b> Oct. 25, 2024<br>1pm – 2pm | Book Club Theme: Sports Leadership                  |
| Nov. 1 – Nov. 30, 2024                     | <b>Mentor Meeting</b>                               |
| <b>Optional</b> Nov. 7, 2024<br>1pm – 2pm  | Leadership Programs Alumni Networking Event         |
| Nov. 6 – Dec. 10, 2024                     | <i>Blackboard Posts</i>                             |
| Nov. 13, 2024<br>8:30am - 5pm              | <b>Cohort A: Core Training #2</b>                   |

Pathways 2024 – 2025 Program Schedule & Graduation Requirements

|   |  |
|---|--|
| Nov. 20, 2024<br>8:30am - 5pm   | <b>Cohort B: Core Training #2</b>                          |
| <b>Optional</b> Nov. 22, 2024<br>1pm – 2pm  | Book Club Theme: Alaska Native/ Native American Leadership |
| Dec. 1 – Dec. 31, 2024  | <b>Mentor Meeting</b>                                      |
| <b>Optional</b> Dec. 5, 2024<br>1pm – 2pm   | Leadership Programs Alumni Networking Event                |
| Dec 10 – Jan. 14, 2025  | <i>Blackboard Posts</i>                                    |
| Dec. 11, 2024<br>8:30am – 5pm   | <b>Cohort A: Core Training #3</b>                          |
| Dec. 18, 2024<br>8:30am – 5pm   | <b>Cohort B: Core Training #3</b>                          |
| <b>Optional</b> Dec. 20, 2024<br>1pm – 2pm  | Book Club Theme: Leadership at the Movies                  |
| Dec. 31, 2024 – <b>Deadline</b> –<br>Complete 2+ hours of Community Service, one book club, 2 hours of Professional Development Trainings and complete <b>EITHER</b> your Job Shadow or Executive Meeting |  |
| Jan. 1 – Jan.31, 2025   | <b>Mentor Meeting</b>                                      |
| <b>Optional</b> Jan. 9, 2025<br>1pm – 2pm   | Leadership Programs Alumni Networking Event                |
| Jan. 15 – Feb.11, 2025  | <i>Blackboard Posts</i>                                    |
| Jan. 15, 2025<br>8:30am – 5pm   | <b>Cohort A: Core Training #4</b>                          |
| <b>Optional</b> Jan. 17, 2025<br>1pm – 2pm  | Leadership Book Club: Emerging Leaders                     |
| Jan. 22, 2025<br>8:30am – 5pm   | <b>Cohort B: Core Training #4</b>                          |
| <b>Required</b> Jan. 31, 2025<br>10am – 12pm  | <i>CS Review for Final Exam</i>                            |
| Feb. 1 – Feb. 28, 2025  | <b>Mentor Meeting</b>                                      |
| <b>Optional</b> Feb. 6, 2025<br>1pm – 2pm   | Leadership Programs Alumni Networking Event                |
| Feb. 12 – Mar. 10, 2025   | <i>Blackboard Posts</i>                                    |
| Feb. 12, 2025<br>8:30am – 5pm   | <b>Cohort A: Core Training #5</b>                          |
| <b>Optional</b> Feb. 14, 2025<br>1pm – 2pm  | Book Club Theme: Political/Social Leadership               |
| Feb. 19, 2025<br>8:30am – 5pm   | <b>Cohort B: Core Training #5</b>                          |
| <b>Optional</b> Feb. 21, 2025<br>10am – 12pm  | <b>CS Review</b> for Final Exam                            |
| Mar. 1 – Mar. 31, 2025  | <b>Mentor Meeting</b>                                      |
| <b>Optional</b> Mar. 6, 2025<br>1pm – 2pm   | Leadership Programs Alumni Networking Event                |
| Mar. 10 – Apr.7, 2025   | <i>Blackboard Posts</i>                                    |
| Mar. 12, 2025<br>8:30am – 5pm   | <b>Cohort A: Core Training #6</b>                          |
| <b>Optional</b> Mar. 14, 2025<br>1pm – 2pm  | Book Club Theme: Female Leadership                         |
| Mar. 19, 2025<br>8:30am – 5pm   | <b>Cohort B: Core Training #6</b>                          |

Pathways 2024 – 2025 Program Schedule & Graduation Requirements

|   |   |
|---|---|
| Mar. 28, 2025 or Apr. 4, 2025<br>9am – 11am | <b>Final Exam</b>   |
| Mar. 30, 2025 – <b>Deadline</b> – BOTH      | Job Shadow and Executive Meeting  |
| Apr. 1 – Apr. 30, 2025                      | <b>Mentor Meeting</b>   |
| <b>Optional</b> Apr. 3, 2025<br>1pm – 2pm   | Leadership Programs Alumni Networking Event   |
| Apr. 8 – May 5, 2025                        | <i>Blackboard Posts</i>   |
| Apr. 9, 2025<br>8:30am – 5pm                | <b>Cohort A: Core Training #7</b>   |
| DATE/TIME <b>TBD</b>                        | Program Portfolio Presentation Practice   |
| <b>Optional</b> Apr. 11, 2025<br>1pm – 2pm  | Book Club Theme: International Leadership   |
| Apr. 16, 2025<br>8:30am – 5pm               | <b>Cohort B: Core Training #7</b>   |
| DATE/TIME <b>TBD</b>                        | Program Portfolio Presentation Dress Rehearsal  |
| Apr. 30, 2025 – <b>Deadline</b> – All       | Community Service, networking events, professional development trainings and Book Clubs |
| May 1- May 15, 2025                         | <b>Mentor Meeting</b>   |
| <b>Optional</b> May 1, 2025<br>1pm – 2pm    | Leadership Programs Alumni Networking Event   |
| DATE/TIME <b>TBD</b>                        | <b>Due:</b> Final Mission Statement, final elevator speech                              |
| DATE/TIME <b>TBD</b>                        | <b>Due:</b> Final Program Portfolio link and Bio  |
| May. 7, 2025<br>8:30am – 5pm                | <b>Cohort A: Core Training #8</b>   |
| DATE/TIME <b>TBD</b>                        | <b>Program Portfolio Presentation Leadership</b>  |
| <b>Optional</b> May 9, 2025<br>1pm – 2pm    | Book Club Theme: Fiction  |
| May 14, 2025<br>8:30am – 5pm                | <b>Cohort B: Core Training #8</b>   |
| May 23, 2025<br>TBD                         | <b>Program Graduation!</b>  |

## 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 8:30am – 5pm
  - January 15th or January 22nd 8:30am - 5pm
- May Core Training (Date depending on which Cohort you are placed in)
  - May 7th or May 14th 8:30am - 5pm
- Optional: Graduation and other Core Trainings