2025–2026 Pathways to Leadership Program Schedule

Welcome! Below is the month-by-month schedule outlining the expected time commitment for the 2025–2026 Pathways Program. This includes required core training days and key program requirements.

Time Commitment
Participating in the Pathways Program requires a significant investment of time, both during and outside of regular work hours. On average, participants spend 18 to 22 hours per month engaged in Pathways-related activities. This includes attending full-day trainings, completing assignments, meeting with mentors, and participating in projects.

While many activities are scheduled during the workday, some components—such as mentorship, study time, networking events, and community service—may need to be completed in the evenings or on weekends. Successful participants are those who manage their time well, communicate proactively, and are committed to their leadership growth.

Engagement & Completion Planning
This section includes opportunities to further connect with peers and deepen your leadership growth, such as networking events and book club sessions. It also highlights suggested months to complete specific graduation requirements. While these activities are not mandatory in that specific month, we encourage you to participate and plan ahead to stay on track with your program goals.

Program Schedule
This outline is subject to change. Additional activities, assignments, or schedule adjustments may occur based on participant needs, facilitator availability, or program development.

📅 September

Everyone	Kickoff 9/18 12:30 PM–4:00 PM Orientation 9/19 8:30 AM–5:00 PM Blackboard Intro & Responses Monthly Development Plan Posts Mentor Meeting Core Training Assignments Evaluation
Cohort A Core Training	—
Cohort B Core Training	—
Engagement & Completion Planning	Book Club 9/26 1:00 PM–2:00 PM Identify Job Shadow and Schedule Meeting Identify Executive meeting date you would like to attend

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📅 October

Everyone	Monthly Development Plan Posts Mentor Meeting Core Training Assignments Evaluation
Cohort A	Core Training #1 10/8 8:30 AM–5:00 PM
Cohort B	Core Training #1 10/15 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 10/2 11:00 AM–12:00 PM Book Club 10/24 1:00 PM–2:00 PM Start Eportfolio/Digication PD Hours

📅 November

Everyone	Submit EPortfolio Creation 11/3 Monthly Development Plan Posts Mentor Meeting Core Training Assignments Evaluation
Cohort A	Core Training #2 11/12 8:30 AM–5:00 PM
Cohort B	Core Training #2 11/19 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 11/6 11:00 AM–12:00 PM Book Club 11/21 1:00 PM–2:00 PM Community Service Hours

📅 December

Everyone	Monthly Development Plan Posts Mentor Meeting Core Training Assignments Evaluation
Cohort A	Core Training #3 12/10 8:30 AM–5:00 PM
Cohort B	Core Training #3 12/17 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 12/4 11:00 AM – 12:00 PM Book Club 12/19 1:00 PM–2:00 PM Complete Job Shadow or Executive meeting

Mid-Year Requirements Checkpoint

Please ensure the following are completed by **December 31**:

Attend 1 Book Club	Complete 2 hours ANTHC PD trainings	Complete 2 hours community service	Complete either your job shadow or executive meeting

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📅 January

Everyone	Mid Program Eportfolio Submission Due 1/12 CS Review 1/30 9:00 AM-12:00 PM Monthly Development Plan Posts Mentor Meeting Core Training Assignments Evaluation Headshot & Group Photos
Cohort A	Core Training #4 1/14 8:30 AM–5:00 PM
Cohort B	Core Training #4 1/21 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 1/8 11:00 AM–12:00 PM Book Club 1/23 1:00 PM–2:00 PM PD Hours

📅 February

Everyone	Monthly Development Plan Posts Mentor Meetings Core Training Assignments Evaluation
Cohort A	Core Training #5 2/11 8:30 AM–5:00 PM
Cohort B	Core Training #5 2/18 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 2/5 11:00 AM-12:00 PM Book Club 2/20 1:00 PM–2:00 PM Complete Job Shadow or Executive meeting

📅 March

Everyone	Eportfolio Practice 3/23 9:00 AM-12:00 PM CS Exam 3/27 Monthly Development Plan Posts Mentor Meeting Core Training Assignments Evaluation
Cohort A	Core Training #6 3/11 8:30 AM–5:00 PM
Cohort B	Core Training #6 3/18 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 3/5 11:00 AM-12:00 PM Book Club 3/20 1:00 PM–2:00 PM Community Service Hours

📅 April

Everyone	CS Exam 4/3 Eportfolio Dress 4/6 9: 00 AM-12:00 PM Final Eportoflio Presentation Link Due: April 20 Eportfolio Presntation Day 4/27 & 4/28

Updated on 5/8/2025

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	Monthly Development Plan Posts Mentor Meetings Core Training Assignments Evaluation Graduation Confirmation Notifications
Cohort A	Core Training #7 4/1 8:30 AM–5:00 PM
Cohort B	Core Training #7 4/8 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 4/2 11:00 AM-12:00 PM Book Club 4/17 1:00 PM–2:00 PM

Final Graduation Requirements Deadline

Ensure all graduation requirements are completed by April 30

Attend two book clubs	Attend Executive Meeting	Complete all community service hours	Complete all PD training hours
Complete Job Shadow	Pass Certified Supervisor Exam	ePortfolio Presentation	All items in Blackboard

📅 May

Everyone	Final Mission Statement Due 5/8 Final Elevator Speech Due 5/8 Graduation 5/22 Time TBD
Cohort A	Core Training #8 5/6 8:30 AM–5:00 PM
Cohort B	Core Training #8 5/13 8:30 AM–5:00 PM
Engagement & Completion Planning	Networking 5/7 11:00 AM-12:00 PM Book Club 5/8 1:00 PM-2:00 PM

Program Requirements for Graduation

- ☐ Attend the Program Kickoff in person
- ☐ Attend Program Orientation in person
- ☐ Complete 7 of the 8 Core Trainings
  - o If you live within 50 miles of Anchorage you are required to attend in person
  - o If you live outside 50 miles of Anchorage you are required to attend the January and May Core Trainings in person
- ☐ Complete all assignments and readings
- ☐ Write and submit your Personal Mission Statement

Updated on 5/8/2025

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- Complete Leadership Journey Portfolio and give a 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 an internal (ANTHC or your org) 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 Employee 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 18 1pm – 5pm & Program Orientation September 19 8am – 5pm
- January Core Training (Date depending on which Cohort you are placed in)
  - January 14th or January 21st 8:30am - 5pm
- May Core Training (Date depending on which Cohort you are placed in)
  - May 6th or May 13th 8:30am - 5pm
- Optional: Graduation and other Core Trainings

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