
Infinity Rehab Leadership Academy



Application
Class of 2023

Infinity Rehab Leadership Academy

Application for Class of 2023

Application Opens: October 15th, 2022

Application Closes: December 1st, 2022

The Infinity Rehab Leadership Academy is a voluntary year-long experience that combines onsite & distance learning to help transform high potential employees into high impact leaders.

Who is eligible to apply?

- Directors of Rehab
- Outpatient Clinic Directors
- Home Health Clinical Coordinators
- Rehab Operations Coordinators
- Area Rehab Directors
- Practice Council Members
- Corporate leadership team members
- *NEW* Corporate department managers
- *NEW* Senior Therapists
- Level 3 Clinical Champions

Note: We are very sorry that due to the limited number of class spots, staff therapists and assistants are not currently eligible to apply for the Leadership Academy.

Five criteria will be used to determine next year's class of Leadership Academy Scholars:

1. The content of your responses to the five application questions.
2. The amount of time you have served in a qualified position, as listed above
3. A resume or curriculum vitae that demonstrates current or recent leadership experience and the potential to continue to lead others
4. References that describe how your participation in the Academy will advance your development and the development of your classmates
5. Consideration by the Coach Team to build a well-rounded class of individuals that brings diverse strengths, opinions, and experiences to the group, so as to advance the group's experience as a whole

NEW THIS YEAR: Completed applications should be submitted in one packet through "HR Help" inside UKG by the December 1st, 2022, due date. Only fully completed applications will be considered.

A completed application includes:

- Candidate answers of 250 words or less to each of the five application questions
- A current resume or curriculum vitae (CV)
- Two references with statements to support your inclusion in the upcoming Leadership Academy class
 - 1 Internal Reference: The reference currently works for Infinity Rehab
 - 1 External Reference: The reference does not work for Infinity Rehab AND is not a relative

To submit your application, go to:

UKG → HR Help → Education & Development Opportunities → Infinity Rehab Leadership Academy Application

From there, submit your answers to the 5 questions, and upload your resume/CV and two references. That's it!

If you need help, please email Derek Fenwick, Sr Director of Human Resources, at DNFenwick@infinityrehab.com.



APPLICATION | CLASS OF 2023

Infinity Rehab Leadership Academy
Application

Name and Discipline: _____

Current Position at Infinity: _____

Total time in qualified position:
(include Infinity & non-Infinity experience) _____

Current Supervisor: _____

Infinity Rehab Hire Date (Month & Year): _____

Please limit your answers to 250 words or less per response.

1. Why do you want to participate in the Infinity Rehab Leadership Academy and what do you expect to gain from the program?
2. Describe one partnership or collaborative effort in which you have been involved (can be Infinity, site or community related). What made it work or not work?
3. Describe a time when you experienced a failure in your own leadership. How did it affect the people around you? How did you resolve the situation?

4. Participant input will be critical to the success of the Leadership Academy. What leadership strengths do you think you will bring to the class?
5. How do you plan to apply what you learn in the Leadership Academy upon completion of the experience?

Attached Resume

Attached 2 References

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TO BE COMPLETED BY YOUR REFERENCE

I hereby nominate _____ as a candidate for the Infinity Rehab Leadership Academy. I am not a relative of this candidate.

What is the Infinity Rehab Leadership Academy?

The Infinity Rehab Leadership Academy is a year-long experience that combines onsite & distance learning to help transform high potential employees into high impact leaders.

The Leadership Academy curriculum aims to bring Infinity’s core values together with key leadership practices proven through research to be effective strategies in navigating real world challenges. Each year a class of up to 15 candidates (called Scholars after selection) will be chosen and expected to work together to develop individual and team-oriented leadership skills to meet the goals of the Leadership Academy.

Mission of Infinity Rehab: To set the standard in rehabilitation for successful aging by delivering the best of science with the art of caring.

- Our Core Values:**
- Integrity above all else
 - Passion for the quality of people’s lives
 - Quality that is obvious Innovation, not emulation
 - A culture of trust and respect
 - Reaching to learn, grow and embrace change
 - Teamwork, camaraderie and fun!

Our Vision: To be the first choice for high-value rehabilitation in every home and community.

The Infinity Rehab Leadership Academy has three primary goals:

- To engage our employees in our mission, vision, and core values through real life experience
- To teach skills that improve the career development and advancement opportunities for Academy participants
- To make a tangible impact on the professions and communities we serve

Considering these goals, please explain why you feel the person you are nominating should be considered for the Infinity Rehab Leadership Academy. Please express your thoughts in approximately 250-500 words.

Name of individual submitting this reference: _____

Relationship to applicant (i.e supervisor, friend, direct report, etc): _____

Select One: _____ I currently work for Infinity Rehab
 _____ I do not currently work for Infinity Rehab



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Infinity Rehab Leadership Academy

Frequently Asked Questions

What is the Infinity Rehab Leadership Academy?

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Who is involved in selecting and teaching the Leadership Academy class?

In order to make this a powerful leadership experience, each year we will have a Leadership Academy Coach Team. The Coach Team will consist of at least four coaches selected based on each person's participation in previous leadership training and leadership experiences that can be used to help teach the Academy Scholars.

Some Leadership Academy graduates may be invited to serve on the Coach Team for future classes. More details about this opportunity will be discussed during the Academy experience.

The Coach Team may use an outside leadership consultant to help guide the application review and candidate selection process, as well as to help create and progress the curriculum of the Academy.

What are the Financial and Time commitments expected of Leadership Academy Scholars?

- Participation in all Leadership Academy meetings and activities is voluntary and will be considered unpaid time.
 - Scholars who are salaried employees are required to request unpaid time for any full days spent at Leadership Activities that do not include time spent performing any primary job responsibilities. Salaried Scholars may choose to submit a request for Paid Time Off to attend full-day meetings (i.e. kickoff and/or graduation) if they wish to be compensated.
 - Partial-day Leadership Academy meetings and activities (i.e. travel days, ½ day distance meetings, etc.) that also include salaried Scholar time spent performing any primary job responsibilities do not require unpaid time be requested or PTO to be used for compensation.
 - Salaried employees are expected to successfully balance their participation in the Academy with their duty to maintain their primary job responsibilities.
 - Scholars who are paid hourly may choose to submit a request for Paid Time Off to attend meetings if they wish to be compensated for their time.

- Infinity Rehab will cover these costs associated with the Leadership Academy:
 - Tuition for the Leadership Academy will be paid by Infinity Rehab for each Scholar.
 - Travel expenses (hotel, airfare, and ground transportation when required) to/from Leadership Academy meetings and activities will be reimbursed according to Infinity policies.
 - Light breakfast and lunch will be provided during in-person meetings.
- Each Scholar will be responsible for these costs:
 - Scholars will be asked to purchase up to \$100 of required leadership development materials for participation in the Academy. Each scholar will keep these materials after their graduation from the Academy for use in his or her career.
 - Meals that occur outside of formal Academy meeting time are at each Scholar's expense. This will typically include the evenings prior to and after full day meetings.

What are the other Expectations for Leadership Academy Scholars?

- Each Scholar will be responsible for meeting these expectations:
 - The incoming class will begin the year-long experience in March and end their Academy year the following January.
 - Participation in the Academy will include approximately 1-2 face-to-face meetings, 10 distance meetings, and other occasional interactions throughout the year with coaches and classmates.
 - Scholars will have required reading and projects to complete in between group meetings. These are expected to take 4-8 hours per month.
 - Scholars will actively participate in all meetings and activities to maximize the Academy experience for themselves and their classmates.