

# Infinity Rehab Leadership Academy

## Frequently Asked Questions

### What is the Infinity Rehab Leadership Academy?

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.

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.

### 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.