



## Program Events and Timeline

- Sept. 17, 2021: Program Kickoff & Program Orientation
- October 2021 – May 2022: ANTHC core trainings
- April 22, 2022: Certified Supervisor Certification Online Exam
- May 19 or May 26: Group presentation to ANTHC Executive Leadership (THO Executive)
- May 20 or May 27, 2022: Program Graduation

## Required Reading List

1. *Certified Supervisor (CS)*, by ICPM
2. *Do Alaska Native People Get Free Medical Care (Med)*, by UAA and APU
3. *Two month's Leadership Book Club*

## Program Schedule

Date/Time	Description	Assignments due
Sept. 17, 2021 8:00 a.m. - 10:30 a.m.	<b>Program Kick Off</b>	
Sept. 17, 2021 10:30 a.m. – 5:00 p.m.	<b>Program Orientation</b>	Education Leave Request, mentor agreement, optional APU form, book club month
<b>Optional</b> Sep. 23, 2021 12:00 p.m. – 1:00 p.m.	Book Club Theme: ANTHC Leadership	
Sep 17 – Oct 15, 2021	<b>Mentor Meeting</b>	1 <sup>st</sup> meeting with your mentor
Sep 17 – Oct 15, 2021	<i>SharePoint Posts</i>	Leadership Quote: Sep. 24 Leadership Moment: Oct 1 Accomplishment(s): Oct 8 Monthly Development: Oct 15 Two Responses: Oct 15
Oct. 15, 2021 8:00 a.m. – 5:00 p.m.	<b>Core Training #1 Foundational Skill:</b>	Identify & Select: mentor, job shadow, executive meeting, book club month, & community service. Leadership moment, elevator speech, CSch. I Med. ch. 1, ideas for executive project proposal
<b>Optional</b> Oct. 21, 2021 12:00 p.m. – 1:00 p.m.	Book Club Theme: Sports Leadership	<i>TBD</i>
Oct. 15 – Nov 15, 2021	<b>Mentor Meeting</b>	2 <sup>nd</sup> meeting with your mentor
Oct. 15 – Nov 12, 2021	<i>SharePoint Posts</i>	Leadership Quote: Oct 22 Leadership Moment: Oct 29 Accomplishment(s): Nov 5 Monthly Development: Nov 12

Pathways 2021 – 2022 Program Schedule & Graduation Requirements

		Two Responses: Nov 12
Nov. 12, 2021 8 a.m. - 5 p.m.	<b>Core Training #2 Foundational Skill:</b>	Leadership moment, speech 1, bio., CSch. 2 & 3, Med. ch. 2, identify project proposal and project roles
<b>Optional</b> Nov. 18, 2021 12:00 p.m. – 1:00 p.m.	Book Club Theme: Alaska Native/ Native American Leadership	TBD
Nov. 15 – Dec 15, 2021	<b>Mentor Meeting</b>	3 <sup>rd</sup> meeting with your mentor
Nov. 12 – Dec 10, 2021	<i>SharePoint Posts</i>	Leadership Quote: Nov 19 Leadership Moment: Nov 26 Accomplishment(s): Dec 3 Monthly Development: Dec 10 Two Responses: Dec 10
Dec. 10, 2021 8 a.m. – 5 p.m.	<b>Core Training #3 Foundational Skill:</b>	Leadership moment, 2 <sup>nd</sup> half speech 1, CSch. 4 & 5, Med. ½ half ch. 3
<b>Optional</b> Dec. 16, 2021 12:00 p.m. – 1:00 p.m.	Book Club Theme: Leadership at the Movies	TBD
Dec. 31, 2021 – <b>Deadline</b> – Complete 2+ hours of Community Service, one book club, and complete <b>EITHER</b> your Job Shadow or Executive Meeting		
Dec. 15 – Jan. 15, 2022	<b>Mentor Meeting</b>	4 <sup>th</sup> meeting with mentor
Dec. 10 – Jan. 14, 2022	<i>SharePoint Posts</i>	Leadership Quote: Dec 24 Leadership Moment: Dec 31 Accomplishment(s): Jan 7 Monthly Development: Jan 14 Two Responses: Jan 14
Jan. 14, 2022 8 a.m. – 5 p.m.	<b>Core Training #4 Foundational Skill:</b>	Leadership moment, speech 2, bio., CSch. 6 & 7, Med. 2 <sup>nd</sup> half ch. 3, project proposal outline
<b>Optional</b> Jan. 20, 2022 12:00 p.m. – 1:00 p.m.	Leadership Book Club: Emerging Leaders	The Alchemist by Paulo Coelho
Jan. 15 – Feb. 15, 2022	<b>Mentor Meeting</b>	5 <sup>th</sup> meeting with mentor
Jan. 14 – Feb. 11, 2022	<i>SharePoint Posts</i>	Leadership Quote: Jan 21 Leadership Moment: Jan 28 Accomplishment(s): Feb 4 Monthly Development: Feb 11 Two Responses: Feb 11
Feb. 11, 2022 8 a.m. – 5 p.m.	<b>Core Training #5 Foundational Skill:</b>	Leadership moment, , 2 <sup>nd</sup> half speech 2, CSch. 8 & 9, Med. ch. 4, 1 <sup>st</sup> draft project proposal plan
<b>Optional</b> Feb. 17, 2022 12:00 p.m. – 1:00 p.m.	Book Club Theme: Political/Social Leadership	TBD
Feb. 15 – Mar. 15, 2022	<b>Mentor Meeting</b>	6 <sup>th</sup> meeting with mentor

Pathways 2021 – 2022 Program Schedule & Graduation Requirements

Feb. 11 – Mar. 11, 2022	SharePoint Posts	Leadership Quote: Feb 18 Leadership Moment: Feb 25 Accomplishment(s): Mar 4 Monthly Development: Mar 11 Two Responses: Mar 11
Mar. 11, 2022 8 a.m. – 5 p.m.	<b>Core Training #6 Foundational Skill:</b>	Leadership moment, speech 3, bio., CSch. 10 & 11, Med. ch. 5, 2 <sup>nd</sup> draft project proposal plan, 1 <sup>st</sup> draft executive summary
<b>Optional</b> Mar. 17, 2022 12:00 p.m. – 1:00 p.m.	Book Club Theme: Female Leadership	TBD
Mar. 31, 2022 – <b>Deadline</b> – BOTH Job Shadow and Executive Meeting		
Mar. 15 – April 15, 2022	<b>Mentor Meeting</b>	7 <sup>th</sup> meeting with mentor
Mar. 11 – April 8, 2022	SharePoint Posts	Leadership Quote: Mar 18 Leadership Moment: Mar 25 Accomplishment(s): Apr 1 Monthly Development: Apr 8 Two Responses: Apr 8
Apr. 8, 2022 8 a.m. – 5:00 p.m.	<b>Core Training #7 Foundational Skill:</b>	Leadership moment, 2 <sup>nd</sup> half speech 3, CSch. 12, Med. ch. 6
<b>Optional:</b> Apr. 15, 2022 8 a.m. – 5:00 p.m.	<b>CS Review</b> for Final Exam	Chapter reviews, chapter practice tests, practice exams
<b>Optional</b> Apr. 21, 2022 12:00 p.m. – 1:00 p.m.	Book Club Theme: International Leadership	TBD
April 22, 2022 8 a.m. – 5:00 p.m.	<b>Final Exam</b>	90-min. Exam can be completed any time between 8 am – 3 pm
April 27, 2022 TBD	<b>CET Practice Run Thru</b>	
Apr. 30, 2022 – <b>Deadline</b> – All Community Service, networking event, and second Book Club		
April 15 – May 15, 2022	<b>Mentor Meeting</b>	8 <sup>th</sup> meeting with mentor
April 8 – May 6, 2022	SharePoint Posts	Leadership Quote: Apr 15 Leadership Moment: Apr 22 Accomplishment(s): Apr 29 Monthly Development: May 6 Two Responses: May 6
May 6, 2022 8 a.m. – 5:00 p.m.	<b>Core Training #8 Foundational Skill:</b>	Leadership moment, elevator speech, Med. ch. 7
May 17, 2022 8 a.m. – 1 p.m.	<b>CET Dress Rehearsal</b>	Dress up - Graduation Photos – Individual and group
May 13, 2022 9:00 a.m.	<b>Due:</b> Final version of project proposal including executive summary, PPT, and bio	

May 19 or May 26, 2022	<b>Presentation to CET 10:30 am – 12:00 pm</b>	Make up graduation photos
May 20 or May 27, 2022 12:30 p.m. – 3:30 p.m.	<b>Program Graduation! 1:00 pm – 3:30 pm</b>	Elevator speech

## ANTHC Program Requirements for Graduation

- Complete 7 of the 8 Core Trainings, complete readings and assignments
  - Write 50 words about your Leadership Quote, 7 of 8 months
  - Write 100 words about your Leadership Moment 7 of 8 months
  - Write 100 words about your Accomplishments, 7 of 8 months
  - Write 100 words for your Monthly Development Plan, 7 of 8 months
  - Write 2 50 words responses, 7 of 8 months
- Complete 1 job shadow (8 hours, can be completed over 2 4-hour days) with an ANTHC director-level, or above
- Complete 4 hours of community service, 2 hours must be for a different ANTHC department and the other 2 may be for a THO
- Attend 1 networking event (outside of ANTHC)
- Attend 1 ANTHC executive meeting (DLT, EMT, or CET)
- Maintain ANTHC "Good Standing"
- Complete a Group Project Proposal, including Executive Summary, to improve service or quality within the Alaska Tribal Health System
- Present group project proposal to the executive leadership team
- Have a mentor (meet with them 7 of the 8 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
- Attend either the Program Kickoff (including Program Orientation) or Program Graduation

## THO Program Requirements for Graduation

- All of the above but with modifications
- Attend the Program Kickoff and Program Orientation in person
- Complete 7 of the 8 Core Trainings, minimum of 1 must in person
- Job shadow may be completed within your organization
- Community service hours may be completed within your organization, all must be completed for a different department
- Networking event (outside of your organization)
- Complete a Group Project Proposal, including Executive Summary, to improve service or quality within the Alaska Tribal Health System
- Present group project proposal, must be in person, to the ANTHC executive leadership team and designated THO representative/sponsor