

Participant expectations

- **Full participation and active engagement in all activities.** This is true to the concept of a “lab,” in which learning and progress occur through openness and continued experimentation. Presence is not only an investment in your growth but a contribution to your peers’ ability to benefit from this experience.
- **At least monthly contact with a matched mentor.** This can be a video/phone call or even a mutually acceptable email exchange. Mentors are volunteering their time and energy, so it is important to honor commitments to planned check-ins or provide timely communication if unexpected conflicts arise.
- **Completion of all program evaluations.** This information helps us continuously tailor the program to participant needs (within and across years) and advocate for expanded funding that supports equitable access to individual leadership development in the context of systems change.

Activity timeline and descriptions

September 2023	Orientation: 90-minute webinar to facilitate participant, mentor, and cohort lead introductions, review program components and timeline, and share expectations
September 2023	Everything DiSC Workplace training: three-hour intensive training with a team of contracted professional facilitators that introduces the DiSC model and how to interpret/use assessment results
October 2023	Cohort-specific session 1: Responsive, thoughtfully sequenced opportunity for members of the same cohort to learn, grow, and build community with support from mentors and AMCHP staff
November 2023	Cross-cohort webinar A: 90-minute session that uses multiple approaches (didactic presentation, group discussion, activities, etc.) to address and unpack <i>teaching</i> in the context of supervision, management, and team building; requires completion of a brief post-session “stretch assignment”
December 2023	Cohort-specific session 2: Responsive and thoughtfully sequenced opportunity for members of the same cohort to learn, grow, and build community with support from mentors and AMCHP staff
December 2023	“Keeping DiSC Alive”: 45-minute small group session with a contracted professional facilitator in which participants and mentors are encouraged to use the language of DiSC for relationship development and professional growth across contexts
January 2024	Cross-cohort webinar B: 90-minute session that uses multiple approaches (didactic presentation, group discussion, activities, etc.) to address and unpack <i>coaching</i> in the context of supervision, management, and team building; requires completion of a brief post-session “stretch assignment”
January 2024	“Keeping DiSC Alive”: 45-minute small group session with a contracted professional facilitator in which participants and mentors are encouraged to use the language of DiSC for relationship development and professional growth across contexts
February 2024	Cohort-specific session 3: Responsive and thoughtfully sequenced opportunity for members of the same cohort to learn, grow, and build community with support from mentors and AMCHP staff
March 2024	Cross-cohort webinar C: 90-minute session that uses multiple approaches (didactic presentation, group discussion, activities, etc.) to address and unpack <i>mentoring</i> in the context of supervision, management, and team building; requires completion of a brief post-session “stretch assignment”
March 2024	“Keeping DiSC Alive”: 45-minute small group session with a contracted professional facilitator in which participants and mentors are encouraged to use the language of DiSC for relationship development and professional growth across contexts
April 2024	Cohort-specific session 4: Responsive and thoughtfully sequenced opportunity for members of the same cohort to learn, grow, and build community with support from mentors and AMCHP staff
May 2024	Commencement: 90-minute celebration of participant growth and accomplishments that includes opportunities for reflection and engagement