

Participant expectations

- **Full participation and active engagement in all activities.** 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 contributes 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 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.

October 7, 2025	Orientation: 90-minute webinar to facilitate participant, mentor, and cohort lead introductions, review program components and timeline, and share expectations.
October 21, 2025	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. <i>Participants, mentors, and staff will complete the DiSC assessment in advance.</i>
November 2025	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.
December 2025	Cross-cohort webinar A: 90-minute webinar that uses multiple approaches (didactic presentation, group discussion, etc.) to address and unpack inviting as a critical component of strategic influencing. <i>In the 30 minutes that immediately follow:</i> <ul style="list-style-type: none"> • <u>Participants</u> will complete a group application activity or do a brief individual “stretch assignment” due within a week. • <u>Mentors</u> will join an optional (required for first-time mentors) “nourishment session” for community building and peer support.
January 2026	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.
February 2026	Cross-cohort webinar B: 90-minute webinar that uses multiple approaches (didactic presentation, group discussion, etc.) to address and unpack translating as a critical component of strategic influencing. <i>In the 30 minutes that immediately follow:</i> <ul style="list-style-type: none"> • <u>Participants</u> will complete a group application activity or do a brief individual “stretch assignment” due within a week. • <u>Mentors</u> will join an optional (required for first-time mentors) “nourishment session” for community building and peer support.
March 2026	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 2026	Informal in-person gathering opportunities at the AMCHP Annual Conference (Washington, DC).
April 2026 (early)	Cross-cohort webinar C: 90-minute webinar that uses multiple approaches (didactic presentation, group discussion, etc.) to address and unpack adapting as a critical component of strategic influencing. <i>In the 30 minutes that immediately follow:</i> <ul style="list-style-type: none"> • <u>Participants</u> will complete a group application activity or do a brief individual “stretch assignment” due within a week. • <u>Mentors</u> will join an optional (required for first-time mentors) “nourishment session” for community building and peer support.
April 2026 (late)	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 2026	Commencement: 90-minute celebration of participant growth and accomplishments that includes opportunities for reflection, engagement, and community building.