

Participant expectations - Leadership Lab is designed to be an interactive and collaborative learning experience. To help create a meaningful experience for yourself and your fellow participants, we ask that you commit to the following expectations throughout the program:

- **Actively participate in the Leadership Lab experience.** True to the concept of a "lab," where learning and growth occur through openness, reflection, and continued experimentation, your presence and engagement are an investment in your own leadership development and contribute to your peers' learning as well. Participants are expected to attend required program activities, including Orientation, Everything DiSC® Workplace, cross-cohort sessions, and cohort-specific sessions, and to actively engage in discussions and activities.
- **Meet with your mentor at least once each month.** Meetings may take place by video, phone, or another mutually agreed-upon format (including email, when appropriate). Mentors generously volunteer their time and expertise, so please honor scheduled meetings or communicate promptly if an unexpected conflict arises.
- **Complete all required program evaluations and assessments.** This includes the pre- and post-program assessments and any required evaluations throughout the program. Your feedback helps us continuously improve Leadership Lab, tailor the experience to participants' needs, and demonstrate the program's impact to support future funding and equitable access to leadership development.
- **Communicate with the Leadership Lab team.** If circumstances arise that may affect your ability to participate, please let your mentor and the Leadership Lab team know as early as possible so we can work together to support your success.
- **Certificate of Completion.** Participants who complete the required program components, including Orientation, Everything DiSC® Workplace, required assessments, active participation in Leadership Lab sessions, and regular mentor engagement, will receive a Leadership Lab Certificate of Completion.

October 2, 2026	Orientation: 90-minute webinar to facilitate participant, mentor, and cohort lead introductions, review program components and timeline, and share expectations.
October 20, 2026	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 2026	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 2026	Cross-cohort webinar: Understanding Our Perspectives 90-minute webinar that uses multiple approaches (didactic presentation, group discussion, etc.) to address and unpack how to establish relationships across the cohorts and help appreciate the unique experiences and expertise represented in Leadership Lab. • <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 2027	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 2027	Cross-cohort webinar: Collaborating Across Perspectives 90-minute webinar that uses multiple approaches (didactic presentation, group discussion, etc.) to address and practice collaborative leadership using real-world MCH scenarios. • <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 2027	Cohort-specific session 3: March focus: mentor meetings, reflection, or asynchronous activity
March 2027	Informal in-person gathering opportunities at the AMCHP Annual Conference (Washington, DC). TBD
April 2027 (early)	Cross-cohort webinar: Leading Together for Greater Impact 90-minute webinar that uses multiple approaches (didactic presentation, group discussion, etc.) to celebrate growth while helping to identify how to continue leading across disciplines and perspectives. • <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 2027 (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 2027	Commencement: 90-minute celebration of participant growth and accomplishments that includes opportunities for reflection, engagement, and community building.