

EMERGING LEADERS PROGRAM

Empowering Future Leaders in Human Services & IT!

About the Program

The APHSA Emerging Leaders Program, in partnership with HSITAG, offers a leadership focused conference within the larger APHSA-ISM Conference. Established in 2016, the program fosters collaboration among health, human services, and IT professionals through dedicated leadership development, networking, and cross-sector learning, providing **Emerging Leaders** with a platform to engage, innovate, and amplify their voices.

Program Benefits

- Enhance **Leadership Skills**
- Expand **Networking Acumen**
- Improve **Presentation Abilities**
- Build **Lifelong Industry Relationships**

Program Benefits

- Each year, a cohort of 30 nominated professionals from state/local government and private sectors who are on track for leadership roles, are selected for this program. Participants gain access to:
 - Exclusive sessions with human services leaders
 - Private networking receptions
 - Curated industry leader sessions
 - Recognition at the **IT Solutions Management for Human Services (ISM) Education Conference & Expo**
 - An opportunity to showcase their leadership journey

Application & Selection

- **Applications Open:** April/May
- **Nominations Close:** June
- **Review Period:** June-July
- **Accepted Nominees Notified:** July

Nominee Criteria

- Interest in **leadership and professional growth**
- **High-performance track record**
- Seen as a **future leader** in business/technology
- Expected to assume a **leadership role in 3-5 years**
- **5-10 years in a junior/mid-level position of experience preferred**
- **One nomination** per state/local agency or sponsoring organization
- Selection aims for **balance** between industry and government participation

Frequently Asked Questions (FAQs)

■ **Q: Who can be nominated?**

A: Junior and mid-level professionals in state/local government or private sector with 5–10 years of experience, on track for leadership within 3–5 years.

■ **Q: How are nominees selected?**

A: Each state/local agency or sponsoring organization nominates one candidate. APHSA selects 30 individuals with a balance between government and industry. Nominations are limited to one nomination per state/local or sponsoring organization.

■ **Q: Are there fellowship opportunities? If so, what does the fellowship cover?**

A: The ISM Fellowship (for public sector participants) may cover conference registration, lodging for 3 nights, and a travel stipend up to \$500.

■ **Q: What is included in registration costs?**

A: The registration fee includes access to all ISM sessions, some meals, workshops, keynotes, the exhibit hall, conference materials and EL sessions/activities. Baggage fees, parking, and incidental travel costs are not covered.

■ **Q: What is the dress code for EL Sessions/Activities?**

A: The dress code for EL sessions is business casual—professional yet comfortable. Wear attire that reflects leadership, and opt for comfortable shoes for networking and interactive activities.

■ **Q: Can I transfer my nomination if I cannot attend?**

A: No, nominations are non-transferable if the nominee cannot complete the program.

■ **Q: How can I submit a nomination?**

A: Applications are released April–May on the APHSA website. Nominations close in June.

■ **Q: What are participation requirements?**

A: Nominee must fully participate in **3–5** pre-conference virtual meetings, pre-conference work for Ignite Presentations and **ALL** Emerging Leader Conference Sessions/activities during the in-person 3-day ISM conference.

EMERGING LEADERS PROGRAM

ROADMAP



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NOMINATION PROCESS

1. Identify a candidate who meets the EL Program criteria.
2. Inform the candidate of their nomination and review program expectations.
3. Complete and submit the EL application before the nomination deadline.



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SELECTION & ACCEPTANCE

1. Nominations are reviewed, and 30 professionals are selected from state and local government agencies and the private sector.
2. Accepted nominees will be notified by mid-June.
3. Nominees confirm participation and acknowledge program requirements.



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PRE-CONFERENCE PREPARATION

1. Attend 3-5 pre-conference virtual meetings to prepare for the EL experience.
2. Complete **ALL** required pre-conference assignments, including an Ignite Presentation.
3. Arrange travel and lodging, if needed.



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PARTICIPATION IN THE ISM CONFERENCE & EL PROGRAM

1. Attend the ISM Annual Conference & Expo, enjoying the amazing activities provided by APHSA/HISTAG.
2. Receive a special recognition at the conference.
3. Engage in exclusive EL sessions, including, closed discussions with Human Services Leaders curated leadership development sessions.
4. Gain leadership insights, networking acumen, and enhanced presentation skills.



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PROGRAM COMPLETION & LEADERSHIP ADVANCEMENT

1. Apply new knowledge and connections to career growth and organizational impact.
2. Remain engaged in the Emerging Leaders network for continued development and future leadership opportunities.

