

HIGH IMPACT

Leadership Series

2026 Application Packet

What's High Impact All About?

In partnership with SparkPoint, Inc., ICAA is offering this leadership series to help any leader, manager, or aspiring leader (whether you supervise a team or not) feel more confident with critical leadership and organizational development skills. We will offer practical, easy-to-use materials and concepts that can be put to use right away in Community Action.

Feel more confident, learn new skills, and network with other dynamic leaders: High Impact is an excellent way to strengthen your organization and invest in developing high-performing leaders and resilient advocates for Community Action. Four anchor concepts will be covered:

- Communication Leadership: difficult conversations/handling conflict; effective communication; effective meetings; communication styles
- Thought Leadership: process improvement; strategic thinking; project management; decision making
- Management: goal/expectation setting; performance feedback/coaching; staff buy-in/pull-through; employee engagement/recognition; transitioning roles (bud to boss)
- Culture Leadership: self-awareness/emotional intelligence; improving organizational culture; building relationships; personality/leadership styles; awareness

Commitment

This eight month series is designed to incorporate five virtual workshops and three in-person convenings to teach timely topics through interactive discussions and application assignments.



Virtual workshops will be on the 4th Wednesday in the months of April (22nd), May (27th), June (24th), August (26th), and September (23rd) from 9-11:30AM (Central Time Zone) via Zoom.



In person classes will be held:

**Tuesday, March 31st from 10AM-3PM at the Ankeny Kirkendall Public Library
Wednesday, July 15th 11:30AM-2PM at the ICAA Conference in Altoona, IA
Wednesday, October 14th 10AM-3PM location TBD**

Cost

\$875 per person with a minimum of 20 participants and a maximum of 25. ICAA will provide lunch at the in-person convenings, however, travel expenses will need to be covered by the applicant's organization.



ICAA's High Impact Leadership Series 2026 Application Form

Please complete all sections of this form as applicable and have your supervisor or Community Action Agency Executive Director complete the attached Recommendation Form. **Email the completed application and recommendation form to tkeimig@iowacaa.org by 5PM CST, February 20th, 2026.**

Applicant Name: _____ Position/Role: _____

Applicant Agency/Organization: _____

Number of Years in Position: _____ Number of Years with Agency: _____

If you supervise other employee(s), how many: _____ E-mail Address: _____

Employment Address: _____

City: _____ State: _____ Zip: _____

Work Phone: _____ Cell Phone: _____

It is important for participants to embark on this process fully committed to the program and to their peers. Participants must be employed within the Community Action network in order to participate. Participants are expected to attend all classes to the best of their ability. Please return with your signature formally affirming your commitment to participate in this process.

My signature below indicates I understand the requirements for participation in ICAA's High Impact Leadership Series and I am fully prepared to be an active participant and devote the time and effort required to complete the program.

Applicant's Signature: _____ Date: _____

Supervisor's
Signature: _____

Date: _____

Executive Director's
Signature: _____

Date: _____

ICAA's High Impact Leadership Series

2026 Recommendation Form

The Iowa Community Action Association High Impact Leadership Series is designed to help any leader, manager, or aspiring leader feel more confident with critical leadership and organizational development skills. The applicant's supervisor or Community Action Agency Executive Director must complete this recommendation form.

Your recommendation is an important part of the candidate's application. Iowa Community Action Association is interested in your assessment of the applicant's leadership qualities.

Applicant's Name: _____

Recommender's Name: _____

Recommender's Signature: _____ Date: _____

SECTION I: Please rate the candidate on the following leadership qualities:

Leadership Quality	Below Average	Average	Above Average	Outstanding
Effective Communication				
Relationship Building				
Delegation/Empowerment				
Decision-making				
Initiative/Motivation				
Creativity/Innovation				
Commitment/Passion to the Community Action Agency Mission				

SECTION II: Please write a brief recommendation for the candidate below. Feel free to continue on a second page if necessary.

Thank you for your input in this application process. Please return the completed form by 5:00PM on February 20th, 2026 to tkeimig@iowacaa.org.