



PIONEERS IN PRACTICE

LEADERSHIP DEVELOPMENT
KICK-OFF RETREAT

January 2026



WELCOME



NOTA



Mission

We are dedicated to supporting the occupational therapy community; our mission is to champion the distinct value of occupational therapy by supporting its practitioners, students, and community partners. We facilitate engagement by offering accessible resources, educational and networking opportunities, mentorship and advocacy.

Vision

Our vision is to be Nevada's foremost advocate and resource for occupational therapy. We aim to empower a community of thriving practitioners and students who are recognized and respected for their dedication to pioneering health by enhancing the well-being of our diverse population through occupation.

Values

Inclusive
Ethical
Dedicated
Evolutionary
Restorative

PURPOSE AND GOALS OF PIP

Develop a leadership pipeline

Foster a Culture of Leadership

Mentorship Embedded in Leadership Growth

Recognize and Celebrate Leadership

Evaluate Program Effectiveness and Ensure Sustainability

The Pioneers in Practice Leadership Pilot is designed to cultivate the next generation of OT leaders in Nevada by aligning professional growth with NOTA's mission: Advancing occupational therapy through advocacy, innovation, and connection.

Drawing from best practices in leadership development (Harvard Business, MIT, Center for Creative Leadership, McCauley & Palus, 2021), this pilot embeds mentorship, experiential learning, and developmental progression to ensure participants leave with the skills, networks, and confidence to lead.



STRUCTURE OF PIP



- Monthly Online Workshops with Pre-Work
- Monthly DAC Reflection Pod Meetings (Mentees only)
- Regular Meetings with Mentor-Mentee Dyads
- Action Project and Leadership Portfolio
- Presentation at annual NOTA RISE Conference in June

INTRODUCTIONS



MENTORS



Casey Melvin



Donnamarie Krause



Prabha Iyengar Cox



Mary Beth Lohman



Rachel Martin



Susan Hermes

MENTEES



Matthew Brandenburg



Sophia Fan



Lindsay Miller



Brianna Kula



Brandon Ramirez



Jessica Mendoza

BREAK



KNOW YOUR VALUES

Why values matter

- Your values guide how you make decisions, set priorities, and show up in relationships.
- When leadership feels challenging or unclear, values provide grounding and direction.
- Misalignment between values and actions often shows up as stress, frustration, or disengagement.
- Alignment creates clarity, confidence, and sustainability.

Activity

1. Review the values list and circle those that resonate
2. Narrow to 5–7 values, then identify your top 2

Reflect

- Why does this value matter to me as a leader?
- When do I feel most aligned with this value?
- What happens when I'm not?

Share

- In small groups, share your top 1–2 values and listen for common themes.



BUILDING A PERSONAL LEADERSHIP MISSION STATEMENT

What it is

- A short statement that captures who you are as a leader, what you stand for, and how you aim to show up.

Why it matters

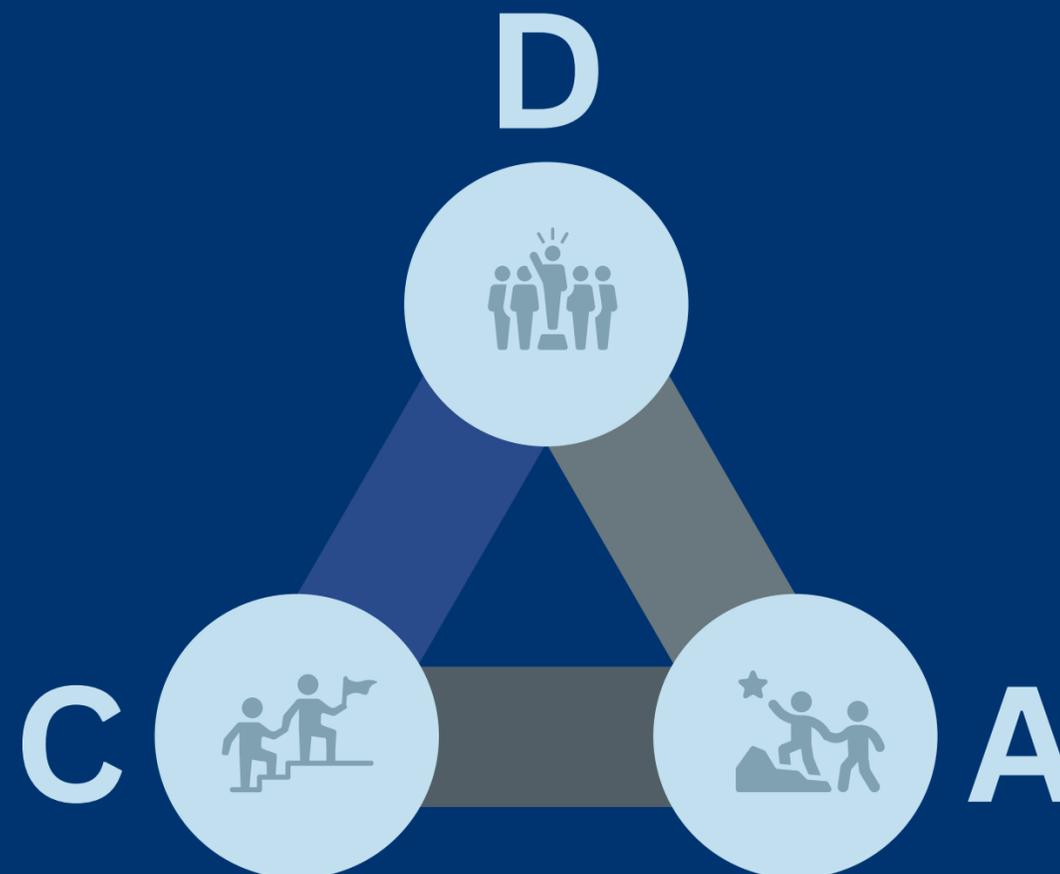
- A mission statement provides clarity, grounding, and consistency—especially in complex systems and changing roles.

My Mission

As a leader, I commit to....

INTRODUCTION TO DIRECTION-ALIGNMENT-COMMITMENT (DAC) FRAMEWORK

Direction:
Shared understanding of
purpose, goals, and priorities



Commitment:
Shared ownership and
Relational Accountability

Alignment:
Coordinated effort, roles, and
ways of working

CO-CREATING YOUR COHORT DAC

As part of this leadership development experience, you will co-create your own DAC by explicitly naming:

Your Direction

- What you want to learn, practice, and become together this year

Your Alignment

- How you will structure relationships, communication, and shared work

Your Commitment

- How you will show up for one another and sustain engagement across the year

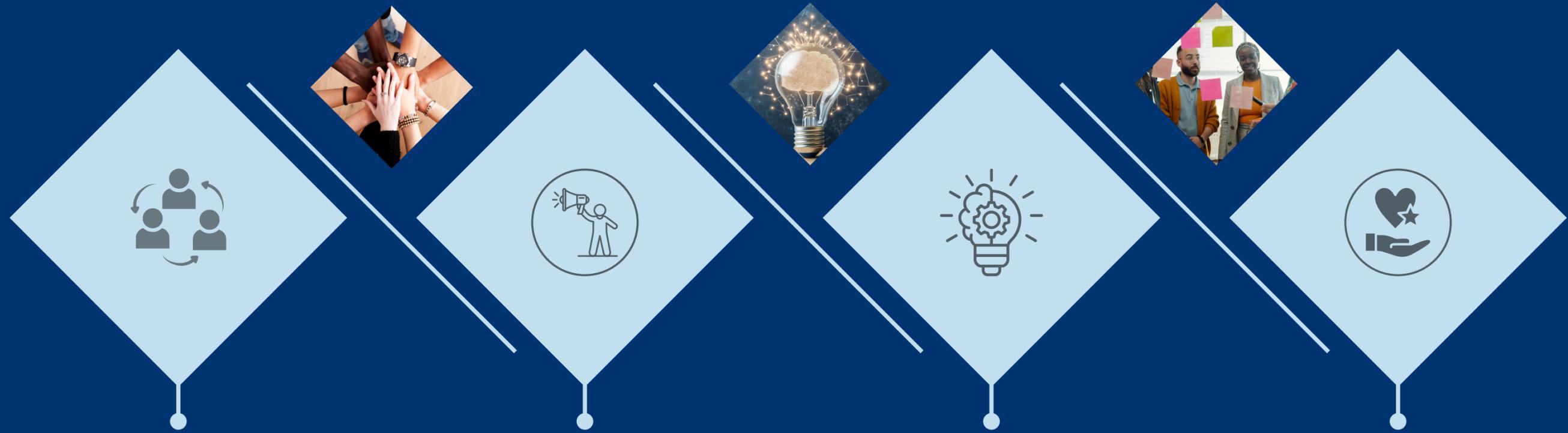
Your shared DAC becomes a living leadership agreement—something you can return to, revise, and use as a touchstone when navigating decisions, challenges, or moments of growth.



LUNCH



ACTION PROJECTS



COLLABORATION

ADVOCACY

INNOVATION

ENGAGEMENT

LEADERSHIP PORTFOLIO

Overview

The Leadership Portfolio is a curated record of each participant's leadership journey, integrating reflective practice, skill development, advocacy artifacts, and action project outcomes. It demonstrates growth from self-awareness to strategic, values-driven leadership aligned with NOTA's mission and the needs of Nevada's OT community.



MENTOR/MENTEE MEETINGS

- Get to Know You
- DAC Dyad Decisions
- Action Project Brainstorm
- Meeting Cadence
- Contact Info Exchange



IDEA SHARE

Initial Action Plan Ideas

Pair 1

Pair 2

Pair 3

Pair 4



CLOSING AND REMINDERS



Choose first leader for DAC Reflection Pod
Early February Workshop

THANK YOU
FOR YOUR LEADERSHIP

