

2021 Thomas C. Dolan Career Accelerator Program Overview

Since 2014, the Thomas C. Dolan Executive Diversity Program has been ACHE’s premier leadership development program for racially/ethnically and LGBTQ diverse executives. For 2021, ACHE has re-envisioned the Dolan program to expand its reach and impact with the Career Accelerator Program. The CAP is designed in recognition of the complex professional and personal environments we all strive to navigate in 2021.

The 2021 Dolan CAP will empower mid-level careerists for advancement to higher leadership roles with a specialized career development curriculum tailored to diverse healthcare executives. CAP Scholars will benefit from exclusive access to convenient e-learning, virtual mentoring, networking, and career assessments. This flexible 6-month program allows Scholars to personalize their participation while maintaining the Dolan program’s high-quality education and professional development experience.

When	Event/Activity	Time Commitment
June/July	Pre-Work: Career & Self-Assessments; Self-Introductions in exclusive CAP Collaboration Café; and “I Am” Intro Task	2-3 hours <i>asynchronous</i>
July	Orientation Session , including: <ol style="list-style-type: none"> 1) Live Session: (90-mins) <ul style="list-style-type: none"> • Program Overview • Expanded Self-Introductions 2) Live Session/Course (60 mins) <ul style="list-style-type: none"> • Thriving as a Diverse Leader • Realities & Challenges 3) Team Exercise and Live Scholar Chat (60 mins) <ul style="list-style-type: none"> • Scholars convene in small teams conf for live chat to discuss designated topic 	Three segments <i>1 asynchronous</i> <i>1 synchronous</i> <i>1 team activity</i> 1 face-to-face credit hour
July-Dec	Mentoring Circles: each small team will convene 3 times with its senior executive Mentor; and also participate in peer mentoring	45-60 mins each session <i>synchronous & asynchronous</i>
July-Dec	Networking and collaborative opportunities among Dolan CAP 2021 cohort and with Dolan alumni Scholars	At least 30-45 min./month <i>synchronous & asynchronous</i>

<p>August</p> <p>Sept</p> <p>Oct</p> <p>Nov</p>	<p>Monthly education sessions live and on-demand: topics including:</p> <ul style="list-style-type: none"> • Inclusive Leadership: <i>personal attributes; key inclusion competencies</i> • Chart Your Course-Know Yourself: <i>personal strategic plan; leveraging failure; self-care</i> • Master the Job: <i>higher-level competencies; change management; strategic thinking; problem-solving; team building</i> • Leverage Relationships: <i>virtual networking; effective communication; conflict management; influence skills</i> • Gain Positive Visibility: <i>executive presence; professional societies</i> 	<p>60-90 mins each</p> <p><i>synchronous & asynchronous</i></p> <p>Up to 6 face-to-face credit hours**</p>
<p>Dec</p>	<p>CAPstone Closing Session, including:</p> <ul style="list-style-type: none"> • Scholar Team project presentations • Program wrap-up and evaluations 	<p>90 mins</p> <p><i>synchronous</i></p>