

PROGRAM START: May 25, 2022 – PRE-WORK AND ASSESSMENT ASSIGNMENTS

OPENING SESSION 1: Targeted Leadership Development (Kivland/LaMantia/Brosio)	
11:00 AM –12:30 PM June 1, 2022	<p>Personalized Leadership Development via the Self-Assessment Lens Exploring Your Personal Path to Effective Leadership Potential –</p> <p>Introductions/Opening Remarks</p> <ul style="list-style-type: none">- Tell us about your first job...- Vulnerability, Mindfulness & Growth Mindset as Core Leadership Traits <p><u>Breakout Groups</u> – How did your mindset show up over the past year? Complete worksheet.</p> <ul style="list-style-type: none">- Assessment Overview, Logistics and Timeline- RoadMap Review- CareerEDGE Introduction- Break out: Connect and Commit: What is best possible outcome and why? How will the outcome increase your leadership value?- Personal Empowerment Partner: PEP Assigned <p>ONGOING: Learning Summary and SWOT Analysis (see first attachment as an example of documenting learnings) and Development Plan</p> <p>Next Module's Assignments: Complete the MBTI assessment Print MBTI and Your Leadership Style Handout Highlight words/phrases that speak to you</p>
SESSION 2: Personality Preferences and Your Leadership Style (MBTI) (Kivland/LaMantia)	
11:00 AM -12:30 PM June 8, 2022	<p>Your Leadership Style & Personality Preferences One minute quiz: MBTI pre check</p> <p>MBTI Assessment Report</p> <p>Strengths and Struggles: Rename yourself according to your leadership descriptors from pre reading. (ENTJ Assertive Leader). Break out groups of four: Share two MBTI style strengths and two struggles on your leadership presence.</p> <p><u>Exercise:</u> "Who's on the Team" Decision Making Activity One Minute Quiz: MBTI post check</p>

	<p>Next Module's Assignment: HBR Article – "Finding Your Purpose – Meaning" Complete the Motivators/Demotivators Assessment: Career Edge Complete the Career Anchors Assessment</p> <p>Discussion Board: What was most interesting about how your MBTI preferences impact your leadership style? Give an example. What are blind spots to manage better?</p> <p>ONGOING: Learning Summary and SWOT Analysis and Development Plan</p>
SESSION 3: Who You Are and What You Believe In - Core Values (Career Anchors) (Broscio/LaMantia/Kivland)	
11:00 AM -12:30 PM June 15, 2022	<p>Your Leadership Style & Core Values</p> <p><u>Exercise:</u> Wheel of Life – Complete, then ask for group to annotate their high and low spokes on screen. "What gets you up in the morning?" (video) <u>Breakout Groups:</u> Review Motivators/Demotivators results</p> <p>Career Anchors Report: Review</p> <p>Next Module's Assignments: Bring two images/objects that illustrate a leader that made you feel great about yourself and the organization/team and a leader that made you feel discouraged/apathetic about yourself the organization/team.</p> <p>Complete: EQ-I 2.0</p> <p>Discussion Board: Share what was most interesting about how your values impact your work/life and share an example of how your values helped you in the past year.</p> <p>ONGOING: Learning Summary and SWOT Analysis and Development Plan</p>
SESSION 4: The Emotionally Intelligent Leader (EQ-I) (Kivland/Broscio)	
11:00 AM –12:30 PM June 22, 2022	<p>Define the Concept of The Emotionally Intelligent Leader</p> <p><u>Breakout Groups:</u> Share images of best/worst leader</p>

	<p>EQ-I Assessment Report</p> <p>Discussion Board: How will you use the intelligence of emotions to enhance your leadership presence? Why? Consult your EQ-i report and development steps.</p> <p>Next Module's Assignments: Complete the Conflict Dynamics Profile</p> <p>Think about a past or current conflict at work, potential cause (hot button) that lit a fuse? What was your approach? What would you do differently?</p> <p>ONGOING: Learning Summary and SWOT Analysis and Development Plan</p>
SESSION 5: Mindful Approaches to Leading Conflict (CDP) (LaMantia/Kivland)	
11:00 –12:30 PM June 29, 2022	<p>Enhancing Your Leadership Effectiveness through Conflict Management Recognize and define common sources of conflict. Constructive vs Destructive responses to conflict. Activity: True False</p> <p><u>Breakout Groups:</u> Past or Current Conflict Scenario</p> <p>Review Conflict Dynamics Profile Report <u>Breakout Groups:</u> Hot Buttons: and Conflict Approach</p> <p>Discussion Board: Referencing the conflict you shared, what is a new technique you can use based on the Conflict Report results.</p> <p>Next Module's Assignments: Complete: Change Management Assessment Read: Mindset Advantage TO Leading Change</p> <p>ONGOING: Learning Summary and SWOT Analysis and Development Plan</p>
SESSION 6: Adaptive Leadership - Mindful Approaches to Leading Change (LaMantia/Kivland)	
11:00 AM –12:30 PM July 6, 2022	<p>Resilient Leadership and Navigating Change is one of the top competencies identified by CEOs in healthcare.</p>

	<p><u>Breakout Groups:</u></p> <ul style="list-style-type: none"> ▪ Reflect on an organizational change you led for your team or organization. What did you do right and could have done better to navigate your team through it successfully? ▪ Recall a leader you work or worked for that led an organizational change? What did they do well and not so well? <p>Change is Personal: The Psychological Impact of Change The Mindset Advantage for Leading Change</p> <p>Discussion Board: Consider a change initiative you plan to lead in within the next six months? What will you do differently as to lead with a resilient mindset?</p> <p>Meet with your PEP to share and provide inspiration on results.</p> <p style="text-align: center;">ONGOING: Learning Summary and SWOT Analysis and Development Plan</p>
<p>SESSION 7: Healthcare Leadership Challenges and Core Competencies for Success (Benchmarks 360)</p> <p style="text-align: right;">(Broscio/LaMantia)</p>	
<p>11:00 AM –12:30 PM July 13, 2022</p>	<p>Using the Benchmarks 360 Tool to Understand Your Leadership Development Opportunities PLUS Healthcare Competencies</p> <p><u>Breakout Groups:</u> Healthcare Leadership Challenges</p> <p>IDENTIFY THEMES in 360 Feedback Report:</p> <p>Section 1 – Leadership Competencies</p> <ul style="list-style-type: none"> • Summarize your strengths from different perspectives • Summarize your development needs from different perspectives <p>Section 2 – Derailment Factors</p> <ul style="list-style-type: none"> • Summarize problems that could stall your career from different perspectives <p>Sections 3 & 4 – Written Comments and Supplementary Data</p> <ul style="list-style-type: none"> • Compare what you do well & not well to what is important for success in your organization <p>Prioritize your results: Strengths, mid-range capabilities and weaknesses linked to continued success as a leader; Insights gained</p> <p>Next Module’s Assignment: Your value proposition worksheet and summary.</p>

	ONGOING: Learning Summary and SWOT Analysis and Development Plan
SESSION 8: The Path Forward – Authentic and Adaptive Leadership (Kivland/LaMantia/Brosio)	
11:00 AM –12:30 PM July 20, 2022	<p>Executive Presence Defining Your Brand, Development Plan Accountability</p> <p><u>Exercise:</u> Presenting Your Value Proposition <u>Exercise:</u> Future Goal and Action Plan Using CareerEDGE going forward Group sharing of key takeaways and “what I will start doing tomorrow”</p> <p>Preparation for Coaching Session</p> <p>ONGOING: Learning Summary and SWOT Analysis and Development Plan</p>
Time/Date 1 Hour Coaching Session per Participant	<p>August/September 2022 Executive Coaching Session (Brosio, LaMantia, Kivland) Learning Summary and SWOT Analysis and Development Plan</p>