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KEY EXECUTIVE LEADERSHIP
PROGRAMS



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Key Healthcare Executive Leader Fellowship

Coping with volatility, uncertainty, complexity, and ambiguity (VUCA) is the hallmark, and the new normal, of today's healthcare landscape. These challenges profoundly influence how healthcare leaders lead, make sense of the world, and take action to make a difference. In addition, today's clinical and nonclinical workforce expects organizations to utilize their talent, drive, and skills in ways that are much more interactive, more collaborative, and less bureaucratic. They have a high need to work for leaders who inspire trust and articulate a vision that connects the organization to a greater purpose.

Program Overview

The **Key Healthcare Executive Leader Fellowship (KHELF)** is a multi-layered, integrated approach designed to provide opportunities for the professional development of leaders within the medical field. Participants are introduced to the basic tools of leadership in a stimulating and applied leadership development program.

At a Glance

Format

Virtual

Program Length

4 Months

Dates

Oct 23, 2021 to
Mar 7, 2022

Times

9:00AM - 4:00PM

Designed For

Leaders at all levels within the medical field

Contact

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Register

<https://na.eventscloud.com/632015>



Program Overview Continued

The curriculum promotes discourse around current issues facing healthcare leaders, interaction with clinical and non-clinical stakeholders, specialties, and other organizations, all in a mutual learning environment that inspires participants to make substantive contributions and pursue greater responsibilities within their respective health systems.

The **KHELF** consists of eight days of interactive instruction and discussion spaced out over four months. In between sessions, participants are able to apply what they have learned and each month the cohort reconvenes to discuss their experiences and explore new material. This interactive, applied Fellowship provides participants with ideas, techniques, experiential exercises, and contemplative reflections to apply leadership competencies directly to the challenges they face in the healthcare workplace.

Course Schedule

The Transforming Clinician - Growing from Managing to Leading (2 days)

Growing from Managing to Leading is designed to provide clinical professionals the opportunity to hone personal and professional values for themselves and their teams, build the skills necessary to create a leadership vision, and to think and act strategically by empowering people and teams to lead more effectively in healthcare organizations. Participants explore various roles, responsibilities, and choices in creating high performing followership. A basic assumption is that leadership is a journey of continuously learning to know oneself, understanding one's relationship with others, and taking responsibility for making conscious choices through reading, dialogue, and reflection. Participants focus on their personal approaches to leadership, emotional and social intelligence, develop an awareness of the advantages and disadvantages that accompany them, identify personal values and understand how those values drive both a leader's and follower's behavior, learn about the role of individual vision and mission in leading others, and understand the different skills required as one is promoted to levels of increasing responsibility.

Leading for Performance (2 days)

In the complex medical landscape, there is an increasing demand for teams and teamwork capabilities, yet few leaders consciously plan for the success of their teams or seek ways to make their teams high-performing. The course assesses the participants' own strengths and weaknesses in each of the three key roles of leader, manager, and facilitator. Physicians are challenged to critically review their leadership/management style to see whether they are receiving the results they want with their direct reports, peers, bosses, and key stakeholders. In addition, participants learn and practice the key tools for interpersonal communication, especially in the context of the clinician-patient and clinician-staff subordinate relationship. The unique skills of seeking feedback in the workplace and giving feedback to subordinates are central to the course. The principles and practices of developing people, providing growth opportunities and motivating employees are also covered. Participants will learn their own conflict management and resolution styles, and how to improve their own effectiveness in the workplace. They will also explore the key steps in setting up and managing project and task teams, including virtual teams and the importance of addressing goals, roles, norms, and relationships.



Course Schedule Continued

The Clinician as Coach (2 days)

Leaders are mentors, coaches, and strategic partners charged to achieve organizational outcomes by working through others. In this realm, physicians as coaches is an integral part of individual and organizational success. In this course, leaders will learn how to coach their staff in ways that leverage their strengths, overcome self-imposed limitations, and make progress toward realizing their full potential by developing technical competence, teamwork skills and the capacity to impact their organization. Effective clinician coaches inspire staff to set challenging developmental goals, establish a strategy for growth, and provide guidance and support as they experiment with new ways of thinking and behaving. Course participants will practice effective techniques for both challenging and supporting staff to unleash their talent to enhance their career and to more effectively contribute to organizational goals. When leaders invest time and energy in using these coaching techniques, staff will reciprocate with their trust, commitment and loyalty. By the end of this course, participants will (1) learn coaching techniques that employ active listening and communication skills and (2) increase their ability to focus on developing others as a way of achieving organizational and personal performance.

Leading Healthcare Organizational Change for Results (2 days)

Healthcare organizations are dynamic and ever changing to keep up with external and internal needs. Clinician leaders who initiate change should be skilled in creating and communicating a vision for change that links strategy to organizational performance, engaging and actively listening to teams, creating alignment between the personal needs of the staff and the intended organizational performance goals, possess a high degree of self-awareness of how their leadership styles impacts others. The goal of this organizational change management course is to integrate into participants' experience useful concepts and practical tools so that participants are more able to lead a successful change effort for results. It addresses leading change such as reorganizing functions and roles, as well as the psychological aspects of transitioning through change. Participants will learn how to assess change readiness and apply models for examining a structured change process and its implementation, taking into account the human dimensions of transition and strategies for influencing leaders. Participants will examine the role of perceptions, assumptions, resistance, beliefs, and values crucial to change initiatives. At the end of this course participants will be able to: (1) Apply concepts, models and practical tools to participants' experience regarding change, readiness and organizing change efforts, taking into account the human dimensions of transition. (2) Communicate the vision for change by understanding the life cycle of a change program and how to align change initiatives with organizational objectives and empower people and teams through organizational change.