



## Academy Goals

University of Iowa Health Care has designed a comprehensive program that addresses core characteristics and skills needed to lead effectively in an academic healthcare environment. Overall academy goals include:

- Expanding participants' leadership knowledge, skills, and abilities which are critical in today's changing academic healthcare environment.
- Demonstrating outcomes in leading and increasing the effectiveness of project, operational, research, or clinical teams.
- Strengthening our UI Health Care culture by building networks to provide ongoing feedback and support systems.

# Academy Curriculum

**PS**

## **UI Health Care– Priorities and Systems -- Session 1**

Understanding the strategy and systems of UI Health Care: UIHC, CCOM, and UIP.

- UI Health Care Strategic Plan
- UI Health Care and Iowa: The Vision and Priorities
- Alliance, ACOs and other partnerships
- Leading Transformation
- Operationalizing Core Values
- Finances and Systems
- Our Organizational Structure
- College of Med and UIP

**MP**

## **Lean Improvement Model -- Session 2**

Applying Lean principles and concepts for problem-solving in a hands-on simulation setting.

- Lean Methodology
- Team Building
- Project Scope/Planning
- Process Improvement
- Identify process waste

**MP**

## **Managing Your Projects -- Session 3**

Managing your projects by having the right people and processes in place.

- Organizational Alignment
- Change Management
- Project Planning/Management
- Time Management
- Team Management
- Meeting Management

**QS**

## **Quality, Safety & Service -- Session 4**

Demonstrating and operationalizing leadership in quality, safety, and service.

- Evidence-based Practices
- Program Evaluation
- Culture of Quality
- Legal Concerns
- Service Excellence
- Negotiations
- Safety

**FM**

## **Finance & Marketing -- Session 5**

Understanding the business side of medicine.

- Financial Statements
- Cost Accounting
- Revenue Cycle
- Budgeting Process
- Business Plans
- Incentive Plans
- Role of Philanthropy
- Data Methodology
- Innovations in Healthcare
- Community Engagement
- Financial Planning

**UP**

## **Understanding Your People & Personal Development – Session 6**

Managing people and the professional relationships that surround you as well as understanding your leadership strengths and style.

- Cross-Gen Communication
- Conflict Resolution
- Maximizing Talent
- Integrating Diversity
- Leadership Assessment
- Coaching and Accountability

**PP**

## **Project Presentation - Session 7**

Incorporating all that you learned in the previous sessions with a brief presentation on the project you have been working on throughout the Academy.

- Project Management

# Academy Selection

This program is targeted at current leaders and high-potential emerging leaders in UI Health Care. Individuals are nominated by the Deans, Department Chairs, Senior Management Team members, or their direct supervisor.

Nominated faculty and staff wishing to participate in the Executive Leadership Academy must submit an application that includes a commitment to attend all sessions, submit a project proposal, and participate fully in the program. Failure to complete the program may result in an estimated \$1200 cost of the program being charged back to the participant's department.

Applications will be reviewed and participants selected by a panel. The selection process is designed to create the most qualified, diverse, and inclusive mix of participants to enhance learning from each other and to reflect the breadth of the school's and hospital's mission. Approximately 25 to 30 faculty and staff will be selected to participate.

There are three steps to the application process. Each step must be completed **in full** prior to **April 28, 2023**.

1. An application must be filled out by the participant to include a project that will be worked on throughout the Academy timeframe.
2. The participant's nominator completes the *Nomination Form*.
3. The project's sponsor must fill out the *Project Sponsor's Recommendation Form*.

# Academy Structure

- Leadership training will be carried out in seven, 1½ day sessions beginning in August approximately one session every other month.
- Sessions will occur all day Friday and half the day Saturday.
- There will be 2 to 3 hours of course work preparation for each session.
- Each participant will complete a project during the academy.
- Applications for continuing education credit will be available.
- Assistance in writing and publishing on project results.
- Pagers and cell phones will not be allowed in the sessions.
- Self-assessments and multi-rater feedback will be completed at the beginning and end of the academy.

Participants will be engaged in active learning experiences throughout the program

- |                     |                |                   |
|---------------------|----------------|-------------------|
| • Self-Assessments  | • Small Group  | • Peer Networking |
| • Leadership        | • Discussions  | • 1:1 Coaching    |
| • Development Plans | • Role Playing | • Academy Project |
| • Course Work Prep  | • Case Studies | Completion        |

# Academy Certificate

Participants who complete all sessions and an academy project will be recognized in a graduation event, where UI Health Care leadership will present ELA certificates celebrating the cohort's achievement and outcomes.

## Academy Project

- Participants will complete a project during the academy to challenge application of skills and knowledge.
- Submitted projects will be selected based upon clear, demonstrated alignment with UI Health Care strategic initiatives:
  - Research or education projects
  - Clinical program development projects
  - Quality improvement challenges
  - UIHC Department or Division priorities
- Projects must involve leading a team of individuals with different job types.
- Participants should expect to spend 2 to 3 hours per week on the project during the 3 to 4 months of most active project work (typically February through May).
- Selected projects will be supported by:
  - Project Advisors
  - Coaches
  - Other functional resources as needed
- Each participant will make a presentation to his/her department, division, section, unit, or group summarizing the project and leadership concepts applied in its completion.

## Academy Instructors and Coaches

### **Instructors**

The instructors are designated as experts in their fields/departments/organizations and have been highly recommended. This gives us the advantage of having the “best of the best” instructors based on area of expertise.

### **Coaching**

#### ***Peer Coaching***

The group will develop relationships with other participants that allow them to serve as internal consultants and coaches to each other as leadership challenges arise in their work. In addition, each participant will be paired with an ELA alum who will act as a Peer Coach.

#### ***Project Management Mentorship***

UI Health Care leadership team will identify Project Management mentors to support projects meeting the required specifications.

### ***Leadership Coaching***

Each participant will have the opportunity to participate in a DISC retreat with the option to have 1:1 coaching to discuss assessment results and develop an individual plan for enhancing leadership skills.

## **Schedule**

Location details will be provided with registration confirmation.

Friday will be a full day; Saturdays will be a half-day in the morning with the exception of Sep. 30th which will be a full day.

Session	Day	Topic	Dates
1	Friday	UI Health Care Priorities and Systems	Aug 25 & 26, 2023
	Saturday		
2	Friday	Lean Improvement Model	Sep 29 & 30*, 2023
	Saturday		
3	Friday	Managing Your Projects	Oct 27 2023
4	Friday	Quality, Safety, and Service	Dec 8 2023
5	Friday	Finance and Marketing	Jan 26 & 27, 2024
	Saturday		
6	Friday	Understanding Your People	March 1 & 2, 2024
	Saturday		
7	Friday	Presentation of Projects	May 3, & 4, 2024
	Saturday	GRADUATION	

\*Full day on Saturday

## **Nominations, Applications and Information**

**For questions please contact:**

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