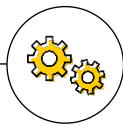


EXECUTIVE LEADERSHIP ACADEMY

University of Iowa Health Care's Executive Leadership Academy has been designed as a comprehensive program that addresses core characteristics and skills needed to effectively lead in an academic healthcare environment.

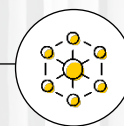
Academy Goals



Expanding participants' leadership knowledge, skills, and abilities, which are critical in today's changing academic health care 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

1. Priorities and Systems

Understanding the strategy and systems of University of Iowa Health Care, the clinical enterprise, the Carver College of Medicine, and UI Physicians.

- UI Health Care strategic plan
- UI Health Care and Iowa: vision and priorities
- Accountable care organizations and other partnerships
- Leading transformation
- Operationalizing core values
- Finances and systems
- Organizational structure
- Carver College of Medicine and UI Physicians

2. Lean Improvement Model

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

- Lean methodology
- Process improvement
- Team building
- Identifying process waste
- Project scope/planning

3. Managing Your Projects

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

- Organizational alignment
- Time management
- Change management
- Team management
- Project planning/management
- Meeting management

4. Quality, Safety, and Service

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

- Evidence-based practices
- Legal concerns
- Safety
- Program evaluation
- Service excellence
- Culture of quality
- Negotiations

5. Finance and Marketing

Understanding the business side of medicine.

- Financial statements
- Budgeting process
- Role of philanthropy
- Community engagement
- Cost accounting
- Business plans
- Data methodology
- Revenue cycle
- Incentive plans
- Innovations in health care
- Financial planning

6. Understanding Your People and Professional Development

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

- Cross-Gen communication
- Integrating diversity
- Conflict resolution
- Leadership assessment
- Maximizing talent
- Coaching and accountability

7. Project Presentation

Incorporating all that you have 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 30, 2025**.

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, one and a half-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 for 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, including:

- Self-assessments
- Leadership development plans
- Course work prep
- Small group discussions
- Simulations
- Case studies
- Peer networking
- 1:1 coaching
- Academy project completion

Academy Certificate

Participants who complete all sessions and an academy project will participate in a celebration event, where UI Health care leadership will present Executive Leadership Academy certificates recognizing 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
 - 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

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 Mentor.

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.

Session	Day	Topic	Dates
1	Friday/Saturday	UI Health Care Priorities and Systems	August 22/23, 2025
2	Friday/Saturday	Lean Improvement Model	September 19/20, 2025
3	Friday	Managing Your Projects	October 24, 2025
4	Friday	Quality, Safety, and Service	December 5, 2025
5	Friday/Saturday	Finance and Marketing	January 23/24, 2026
6	Friday/Saturday	Understanding Your People	March 6/7, 2026
7	Friday/Saturday	Presentation of Projects	May 1/2, 2026
	Saturday	Celebration!	May 2, 2026

Nominations, Applications, and Information

For questions, please contact:

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