

Take Your Leadership to The Next Level
EXAMPLE AGENDA
Program Agenda: Four Half Day Virtual Offering
1:00 – 4:30 pm

Purpose: This program aligns with the goals of both Magnet and Pathways to Excellence and is designed to help leaders move their leadership to the next level.

Time	Session/Content
Day 1: Leading Self	
1:00 – 2:45	<u>Program Overview</u> <u>New Expectations of Nurse Leaders in Today’s Healthcare Environment</u> <ul style="list-style-type: none"> • What got you here won’t get you there - why leaders need to change? • Group share networking exercise – share your personality type, what you agreed with and what surprised you. • A vulnerability-based leadership approach—leveraging your personality and knowledge of strengths/weaknesses to build a better team (16 Personalities assessment completed prior to the session)
2:45 – 3:00	Break
3:00 – 4:30	<u>Bridging Communication Gaps with a Changing Workforce</u> <ul style="list-style-type: none"> • Effective working relationships with Millennial and Generation Z nurses • The leader-coach approach to working with staff (table group exercise on a case scenario) • Innovative communication strategies to connect with staff
Day 2: Leading Self, continued	
1:00 – 2:15	<u>Leading Teams to Higher Levels of Performance</u> <ul style="list-style-type: none"> • Team building to foster collaboration and creativity • Service Line and Interdisciplinary Team leadership • Alliance building and conflict management
2:15 – 2:30	Break
2:30 – 4:30	<u>Fostering Work Cultures that Promote Excellence</u> <ul style="list-style-type: none"> • Recruitment and Retention in a changing employment landscape • Shared governance strategies to promote staff engagement • Effective feedback to energize staff • Management of toxic behaviors that impact safety and quality Q&A, Discussion Wrap Up
Day 3: Leading the Organization	
1:00 – 2:30	<u>Transitioning into Executive Leadership Roles Part 1</u> <ul style="list-style-type: none"> • Advancing on the Leadership Ladder • Executive Leadership: Character, Behavior, and Communication • Supporting Frontline Leaders through Coaching, Recognition, Agility, and Resiliency

	<ul style="list-style-type: none"> • Leading with Emotional Intelligence
2:30 – 2:45	Break
2:45 – 4:00	<u>Transitioning into Executive Leadership Roles Part 2</u> <ul style="list-style-type: none"> • Challenges reported by first-time managers • Problems with interpersonal relationships • Key contributors to employee satisfaction
Day 4: Leading the Organization, continued	
1:00 – 2:30	<u>Driving Organizational Change and Innovation</u> <ul style="list-style-type: none"> • The impact of being in a health system on change and innovation • Execution of new initiatives with speed and sustainability • Overcoming resistance to change (Group Case Exercise) • Expanding your professional influence in the organization • Negotiation Skills
2:30 – 2:45	Break
2:45 – 4:00	<u>Using Strategic Insight to Plan for an Uncertain Future</u> <ul style="list-style-type: none"> • Application of futures thinking skills to develop strategic options (case scenario) • Impact of disruptive technologies such as AI and Robotics on future planning • Using decision support tools in organizational planning • Building strategic community-based partnerships across the continuum of care • Fostering a growth mindset in yourself and your staff
4:00 – 4:30	Next Steps in Content Application Wrap-Up and Program Evaluation