

Take Your Leadership to The Next Level: Program Agenda

4-Day Virtual Workshop

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 One: Leading Self	
1:00 PM	<ul style="list-style-type: none"> • Program Overview • New Expectations of Nurse Leaders in Today’s Healthcare Environment <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 PM to 3:00 PM	Break
3:00 PM	Bridging Communication Gaps with a Changing Workforce <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
5:00 PM	Session Ends
Day Two: Leading Self, <i>continued</i>	
1:00 PM	Leading Teams to Higher Levels of Performance <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 PM to 2:30 PM	Break
2:30 PM	Fostering Work Cultures that Promote Excellence <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

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4:00 PM to 5:00 PM	Q & A and Wrap-up
Day Three: Leading the Organization	
1:00 PM	Transitioning into Executive Leadership Roles Part 1 <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 • Leading with Emotional Intelligence
2:30 PM to 2:45 PM	Break
2:45 PM	Transitioning into Executive Leadership Roles Part 2 <ul style="list-style-type: none"> • Challenges reported by first-time managers • Problems with interpersonal relationships • Key contributors to employee satisfaction
5:00 PM	Session Ends
Day Four: Leading the Organization, <i>continued</i>	
1:00 PM	Driving Organizational Change and Innovation <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 PM to 2:45PM	Break
2:45 PM	Using Strategic Insight to Plan for an Uncertain Future <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 PM to 5:00 PM	Next Steps in Content Application Wrap-Up and Program Evaluation
5:00 PM	Workshop Ends