

## Take Your Leadership to the Next Level Two Day Workshop Agenda

**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.

Online Time/Workshop	Sessions/Objectives/Content	CE Calculation
<b>Key Learning Outcomes:</b> <ul style="list-style-type: none"> <li>• Differentiate critical success factors in a value-based environment</li> <li>• Evaluate effective labor and supply management, budgeting processes, and financial reporting</li> </ul>		12 Total CNE Hours
<b>Day 1: Leading Self</b>		
<b>AM Sessions</b>	<b>Program Overview</b>	<b>15 minutes</b>
	<b>New Expectations of Nurse Leaders in Today’s Healthcare Environment</b> <ul style="list-style-type: none"> <li>• What got you here won’t get you there - why leaders need to change</li> <li>• Pair share networking exercise – your top 5 leadership talents and how to use them</li> <li>• A Strengths-based leadership approach – the business case for leveraging your strengths and those of your team (Gallup Strengths Finder assessment completed prior to the session)</li> </ul>	<b>90 minutes</b>
	<b>Bridging Communication Gaps with a Changing Workforce</b> <ul style="list-style-type: none"> <li>• Effective working relationships with Millennial and Generation Z nurses</li> <li>• The leader-coach approach to working with staff (table group exercise on a case scenario)</li> <li>• Innovative communication strategies to connect with staff</li> </ul>	<b>75 minutes</b>
<b>Lunch and networking</b>		
<b>Afternoon Sessions</b>	<b>Leading Teams to Higher Levels of Performance</b> <ul style="list-style-type: none"> <li>• Team building to foster collaboration and creativity</li> <li>• Service Line and Interdisciplinary Team leadership</li> <li>• Alliance building and conflict management</li> </ul>	<b>75 minutes</b>
	<b>Fostering Work Cultures that Promote Excellence</b> <ul style="list-style-type: none"> <li>• Recruitment and Retention in a changing employment landscape</li> <li>• Shared governance strategies to promote staff engagement</li> <li>• Effective feedback to energize staff</li> <li>• Management of toxic behaviors that impact safety and quality</li> </ul>	<b>90 minutes</b>
	<b>Evaluation and Wrap-up</b>	<b>15 minutes</b>

## Take Your Leadership to the Next Level Two Day Workshop Agenda

<b>Day 2: Leading the Organization</b>		
<b>AM Sessions</b>	<b>Improving Your Organization's Bottom Line Part 1</b> <ul style="list-style-type: none"> <li>• Critical success factors in a value-based environment</li> <li>• Population health as a new financial driver</li> <li>• Budgeting processes and financial reporting</li> <li>• Effective labor and supply management</li> </ul>	<b>90 minutes</b>
	<b>Improving Your Organization's Bottom Line Part 2</b> <ul style="list-style-type: none"> <li>• Interpreting organizational financial reports to gauge performance</li> <li>• Evaluation of budget variances and cost reduction opportunities</li> <li>• Projecting costs for new product lines and patient services</li> <li>• Using financial analytics to support strategic decisions</li> </ul>	<b>75 minutes</b>
	<b>Lunch and networking</b>	
<b>Afternoon Sessions</b>	<b>Driving Organizational Change and Innovation</b> <ul style="list-style-type: none"> <li>• The impact of being in a health system on change and innovation</li> <li>• Execution of new initiatives with speed and sustainability</li> <li>• Overcoming resistance to change (Group Case Exercise)</li> <li>• Expanding your professional influence in the organization</li> <li>• Negotiation Skills</li> </ul>	<b>90 minutes</b>
	<b>Using Strategic Insight to Plan for an Uncertain Future</b> <ul style="list-style-type: none"> <li>• Application of futures thinking skills to develop strategic options (case scenario)</li> <li>• Impact of disruptive technologies such as AI and Robotics on future planning</li> <li>• Using decision support tools in organizational planning</li> <li>• Building strategic community-based partnerships across the continuum of care</li> <li>• Fostering a growth mindset in yourself and your staff</li> </ul>	<b>75 minutes</b>
	<b>Next Steps in Content Application</b> <b>Wrap Up and Program Evaluation</b>	<b>30 minutes</b>