

# Advanced LEAD Academy

Leadership • Engagement  
Accountability • Development



## ACHIEVE YOUR FULL LEADERSHIP POTENTIAL

Ground yourself in the essentials necessary to be a stand-out leader. Advanced LEAD is the perfect next step for those who want exposure to more advanced skills, and for people who have basic leadership skills and want to explore their leadership potential. Eight comprehensive training modules strengthen competencies and cultivate the skills of leaders at any level of an organization who are interested in learning how to:

- Balance strategic focus, operating objectives and interpersonal relationships
- Target and identify opportunities for innovation and change
- Manage and inspire the performance of their employees
- Assess personal strengths and limitations to engage in continuous improvement



## THE CURRICULUM

Presented in the same interactive style with the same focus on real-world tools as LEAD Academy, Advanced LEAD Academy's engaging activities guide participants through the process of understanding emotional intelligence and negotiating the distinct challenges of being a leader.

Specific program focus areas include:

- Advanced leadership skills
- Managing effective projects
- Planning successful change
- Coaching employees to better performance
- Working through organizational politics to get things done
- Improving process performance
- Breaking non-productive biases

**CONTACT:**  
Sherita Rogers  
(213) 538-0767  
srogers@hasc.org

A certificate of completion will be awarded to those who complete all four sessions. Organizations interested in customizing LEAD Academy or Advanced LEAD Academy for their facility can contact us for more information and a quote.





## OUR CURRICULUM

### SESSION 1

#### *Advanced Leadership Strategies: EQ*

- Manage emotions by better keeping them in control
- Motivate yourself to go beyond your emotional comfort zone
- Recognize and understand other people's emotions and why they may be expressed as they are
- Manage relationships, i.e., manage the emotions of others to increase overall effectiveness
- Create synergy by using the emotional pull of health care

#### *Negotiation as a Leadership Skill*

- Decide if negotiation is needed
- Clarify the issues and identify stakeholders
- Determine the best negotiation strategy based on desired outcomes and the relationship: hardball, softball, zero-sum or win-win
- Focus on win-win; have alternatives if needed
- Open the conversation and explore the issues
- Focus the conversation and get agreement
- Ensure appropriate follow-up and next steps



### SESSION 2

#### *Managing and Leading Effective Projects*

- Define and clarify project scope, boundaries and expected outcomes
- Identify all internal and external stakeholders and what information they need, from whom, by when, and in what format
- Create a critical path and role clarifications around each milestone
- Create a process for accountability for all team members, especially for multidisciplinary teams
- Determine what will get measured, how and why (how it will be used)
- Create and implement a risk management plan to anticipate and prevent project problems

#### *Planning Successful Change*

- Create a change strategy that reduces potential resistance
- Know who is involved and how
- Identify and address intended and unintended consequences
- Anticipate others' response and manage for it
- Gain buy-in and support from employees and stakeholders
- Create a communication strategy
- Act in ways that build trust in a political environment





## SESSION 3

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### *Coaching for Development*

- Get employees excited about life-long learning and continuous improvement
- Help employees recognize their aptitudes, likes and dislikes, strengths and weaknesses, and match these attributes with a vision for the future
- Help employees focus on the benefits of determining short- and long-term goals and work to develop actions to help them get where they want to go
- Support personal and professional development within the culture of your organization

### *Organizational Politics and Building Trust*

- Understand power and politics in the health care environment
- Understand the value of ethical politics and strategic influence
- Redirect, diffuse or workaround politically motivated behaviors
- Recognize potential political motivations in yourself and others
- Act in ways that build trust in a political environment

## SESSION 4

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### *Improving Process Performance*

- Select or validate a process improvement opportunity as a valid priority project
- Define and clarify project scope with boundaries
- Determine the most appropriate team members
- Create a process map making the process visible
- Determine how best to establish metrics and collect data on key actions
- Identify change ideas to accomplish the goals of the project
- Test ideas and implement changes
- Hardwire the changes into the organization's culture

### *Managing Non-Productive Biases*

- Describe where biases come from and why it matters
- Identify potential personal biases and how they may impact leadership effectiveness
- Learn several strategies for breaking non-productive biases or avoiding their negative impact
- Apply strategies for helping team members manage non-productive biases





## OUR FACULTY

Working with HASC, IRI Consultants designed LEAD Academy and Advanced LEAD Academy based on its 30-year track record of helping health care organizations be more effective and successful. This is based on IRI Consultants' strong affiliations with the American Hospital Association (AHA), the American Society for Healthcare Human Resources Administration (ASHHRA), The Healthcare Roundtable, and state and regional hospital associations like HASC.

*Marcey Uday-Riley, MSW, CPT*, has been a human resource performance and organization development consultant for more than 25 years. For many years, Marcey was a clinical behaviorist and manager in a large, urban teaching hospital. She now helps organizations across multiple industries achieve business objectives as a consultant and trainer. She has provided executive, manager and leader training for such organizations as Metropolitan Chicago HealthCare System, Kaleida Health, Lake Regional Health System and Oakwood Health System.

*Pamela Cunningham* is a Six Sigma Black Belt skilled at blending the technical with the human side of high performance. A highly regarded trainer, Pam conducted leadership training for clinical and non-clinical managers for private- and public-sector health care organizations including Marquette General Health System, BCBS Michigan, Metro Healthcare and CIGNA. She also has advised hospital executives on how to quickly and effectively resolve organizational issues in a range of U.S. hospitals.

## CONTINUING EDUCATION CREDITS PER SESSION

The Hospital Association of Southern California is authorized to award **8 hours** of pre-approved ACHE Qualified Education credit (non-ACHE) for this program toward advancement, or recertification in the American College of Healthcare Executives. Participants in this program wishing to have the continuing education hours applied toward ACHE Qualified Education credit should indicate their attendance when submitting an application to the American College of Healthcare Executives for advancement or recertification.

Provider approved by the California Board of Registered Nursing, Provider #970, for **8 contact hours**.

Provider approved by the California Department of Public Health, LFS Registration #219, for **8 contact hours**.

This program has been submitted to the HR Certification Institute for review.

## Questions?

If you have questions about this program please contact Sherita Rogers at (213) 538-0767 or [srogers@hasc.org](mailto:srogers@hasc.org).



LEADERSHIP · ENGAGEMENT · ACCOUNTABILITY · DEVELOPMENT



**2020 HASC Advanced LEAD Academy**  
Registration: 7:30 a.m.; Event: 8 a.m. - 5 p.m.  
USC Verdugo Hills Hospital  
1812 Verdugo Blvd, Glendale, CA 91208

Registration fees include materials, continuing education credits, breakfast, lunch and certificate of completion.  
Visit [www.hasc.org/2020-advanced-lead-academy](http://www.hasc.org/2020-advanced-lead-academy) for complete program information and online registration.

**\$375 per session**

Session 1: May 7     Session 2: June 25     Session 3: July 16     Session 4: Aug 20

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Preferred Name: \_\_\_\_\_  
Title: \_\_\_\_\_ Organization: \_\_\_\_\_  
Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_ Zip: \_\_\_\_\_  
Phone: (\_\_\_\_) \_\_\_\_\_ Email (required): \_\_\_\_\_

**CONTINUING EDUCATION CREDITS PER SESSION**

Attendee must complete all contact hours for the concurrent session in order to receive continuing education credits.

- ACHE Credit. The Hospital Association of Southern California is authorized to award **8 hours** of pre-approved ACHE Qualified Education credit (non-ACHE) for this program toward advancement, or recertification in the American College of Healthcare Executives. Participants in this program wishing to have the continuing education hours applied toward ACHE Qualified Education credit should indicate their attendance when submitting an application to the American College of Healthcare Executives for advancement or recertification.
- BRN Credit: RN Lic. No. \_\_\_\_\_. Provider approved by the California Board of Registered Nursing, Provider #970, for **8 contact hours**.
- CLS Credit: Provider approved by the California Department of Public Health, LFS Registration #219, for **8 contact hours**.
- HRCI Credit: This program has been submitted to the HR Certification Institute for review.

**IMPORTANT REMINDERS**

- Valid payment information must be received with your registration.
- Mail and make check payable to: HASC — Leadership Academy, Attn: Sherita Rogers, 515 S. Figueroa St., Suite 1300, Los Angeles, CA 90071.
- Fax this registration form to (213) 538-0987.
- Payment is due two weeks prior to session start date.
- Registrants who cannot attend a session may transfer to another session within the same geographical area. A \$75 administrative charge will be assessed for each transferred session.
- **Photo release:** HASC will photograph this event. If you prefer not to be photographed, please email [education@hasc.org](mailto:education@hasc.org).

**SPECIAL NEEDS or QUESTIONS**

For ADA assistance or general registration questions, contact Sherita Rogers at (213) 538-0767 or [srogers@hasc.org](mailto:srogers@hasc.org).

**CANCELLATION**

All cancellations must be requested in writing and confirmed by HASC at least two weeks prior to class start date and will be subject to a \$100 processing fee per cancelled session.

**Cancellations received after the two-week deadline and non-attending registrants will be invoiced for the entire registration fee.** Substitutions are accepted at any time for this program but will not be processed until full payment has been received. Fees are non-transferrable to other HASC seminars.

I have read and understand the cancellation/transfer policy.    Initials \_\_\_\_\_    Date \_\_\_\_\_