

# Advanced LEAD Academy

Leadership • Engagement  
Accountability • Development



## ACHIEVE YOUR FULL LEADERSHIP POTENTIAL

*This program is open to experienced leaders seeking to advance their skills.  
LEAD Academy 1 is not required.*

Ground yourself in the essentials necessary to be a stand-out leader. Advanced LEAD Academy 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. Six comprehensive training modules strengthen competencies and cultivate skills of leaders at any level of the organization 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 self-improvement

### THE CURRICULUM

Presented in the same interactive style with the same focus on real-world tools as the original, 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
- Coaching employees to better performance
- Working through organizational politics to get things done

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



***“LEAD is great for anyone in a leadership position.”***

*– Debi Stephens*

*Community Hospital of San Bernardino*

**CONTACT:**  
Karen Ochoa  
(213) 538-0765  
kochoa@hasc.org





## OUR CURRICULUM

### SESSION I

#### *Advanced Leadership Strategies: EQ-i*

- 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 II

#### *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
- Measure progress and adapt as needed

## **SESSION III**

### *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 workaroud politically motivated behaviors
- Recognize potential political motivations in yourself and others
- Act in ways that build trust in a political environment







## OUR FACULTY

Working with HASC, IRI Consultants designed the 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, Pamela 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 various organizational issues in such organizations as Lutheran, St. Vincent and Baptist Hospitals.

### Questions?

If you have questions about this program, please call Karen Ochoa at (213) 538-0765 or email [kochoa@hasc.org](mailto:kochoa@hasc.org).





**Registration: 7:30 a.m.; Event: 8 a.m. - 5 p.m.**  
**PIH Health – Whittier**  
**12401 Washington Blvd., Whittier, CA 90602**

**Registration fees include all materials, continuing education credits, breakfast, lunch and a certificate of completion.**  
**<http://www.hasc.org/education-event/lead-academy-2-los-angeles> for complete program information and online registration.**

**\$305 per session**

Session I: March 19, 2015     Session II: April 16, 2015     Session III: May 14, 2015

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Preferred Name: \_\_\_\_\_

Title: \_\_\_\_\_ Organization: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Email (required): \_\_\_\_\_

Payment Method:  MasterCard  Visa  AMEX  Discover    Check# \_\_\_\_\_

Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_ Amount: \_\_\_\_\_

Cardholder Name (please print): \_\_\_\_\_

### CONTINUING EDUCATION CREDITS

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 6 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 9 contact hours.

BBS Credit: MFCCs and/or LCSW Lic. No. \_\_\_\_\_ Course meets the qualifications for 8 hours of continuing education credit for MFCCs and/or LCSWs as required by the California Board of Behavioral Sciences. (PCE #4280)

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

HRCI Credit: TBD

### IMPORTANT REMINDERS

- Valid payment information must be received with your registration.
- Pre-registration is required.
- Mail and make check payable to: HASC—Leadership Academy, Attn: Karen Ochoa, 515 S. Figueroa St., Suite 1300, Los Angeles, CA 90071.
- Fax registration for to (213) 482-8537.
- Payment is due two weeks prior to session start date.

### SPECIAL NEEDS or QUESTIONS

For ADA assistance or general registration questions, contact Karen Ochoa at (213) 538-0765 or [kochoa@hasc.org](mailto:kochoa@hasc.org).

### TRANSFERS

Registrants who cannot attend a session may transfer to another session within the same geographical area. A \$25 administrative charge will be assessed for each transferred session.

### 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 \$50 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 for other HASC seminars.