



UAMS Leaders Engaging, Achieving, and Developing (LEAD)

## 2023 Spring Application Packet

# LEADERSHIP INSTITUTE

*For Current and Aspiring Directors*

UAMS Division of People and Culture  
Department of Organizational Development

Email: [organizationaldevelopment@uams.edu](mailto:organizationaldevelopment@uams.edu)

# LEADERSHIP INSTITUTE

## OVERVIEW

**LEADERSHIP INSTITUTE HELPS DIRECTORS DISCOVER WAYS TO LEAD SELF AND OTHER LEADERS EFFECTIVELY**

### *Program Objectives*

The purpose of the UAMS Leadership Institute is to train and develop current or aspiring directors who will act as change agents for the entire institution.

The program is designed

- to foster an environment where participants can build relationships and work across departmental boundaries,
- acquaint participants with UAMS needs, challenges and opportunities,
- offer an opportunity for participants to identify problems and generate solutions for critical issues facing UAMS, and
- provide participants with the tools needed to develop and enhance their leadership skills.

### *Learning Objectives*

The participants will have an opportunity to:

- identify, explore, and utilize the following leadership competencies including *creating an inclusive environment, establishing strategic direction, driving innovation, building talent, continuous learning, communication, creating a culture of trust, building partnership, delegation, and empowerment, and driving for results.*
- interact with colleagues and build relationships.
- practice skills learned to create positive change.
- discuss issues facing leaders working in an academic medical center.

### *Dates of the Programs*

***There will be two (2) Leadership Institutes this semester.***

*Option 1 – March 16, 17, 23, 24, 30, and 31<sup>st</sup>*

*Option 2 – April 20, 21, 23, 24, and May 3.*

***Check Back for Continuing Education Credits***

## PROGRAM REQUIREMENTS

**PARTICIPANTS MUST COMPLETE ADMISSION REQUIREMENTS BEFORE BEING ACCEPTED INTO THE PROGRAM.**

### ***Admission Requirements***

- ✓ Hold a position of director, business administrator, faculty, or the equivalent.
- ✓ Identified as a high potential/high performing manager by a director business administrator, faculty, or the equivalent.
- ✓ Submit a completed application by **the deadline** of the desired program you want to attend.
- ✓ Secure a **recommendation** from a leader of your department/division. Leaders include the Vice Chancellor, Chief, Executive Director, Sr. Director, Director, Dean, Manager, or Supervisor of the area you work in.

### ***Selection Criteria***

- ✓ Participants are selected based on the following criteria:
  - Identified as a High Potential and High Performer by Leader
  - Recommendation of a UAMS leader.
  - Department/Divisional representation.

### ***Pre-Work Requirements***

- ✓ Complete all pre-work assignments before the 1<sup>st</sup> day of the program.

### ***Participation Requirements***

- ✓ Attend, participate, and complete daily assignments during the program.
- ✓ Delegate your duties to an approved designee to ensure your full engagement and participation.

### ***Graduation Requirements***

- ✓ Participate in a “**teach back**” activity in front of peers, sponsors, and administrators.

### ***Post-Work Requirements***

- ✓ Participate in at least “**one**” leadership coaching session.
- ✓ Participate in at least “**one**” virtual ‘power-hour.’

### ***Financial Requirements***

- ✓ Pay the per person rate of **\$750** per person. *\*This price may be modified based on additional services requested.*

# LEADERSHIP INSTITUTE

## APPLICATION

**PARTICIPANTS MUST APPLY BY THE DEADLINE**

There will be 2 Leadership Institute Programs Offered During the Spring 2023 semester. Participants will have the option to select a 1<sup>st</sup> and 2<sup>nd</sup> choice.

**Option 1 March Session:** <https://forms.office.com/r/Pei4WGB0F3>

**Dates:** March 16, 17, 23, 24, 30, and 31 (Arkansas Heritage House)

**Days:** Thursday and Fridays for 3 weeks.

**Times:** 8:30 am – 4:00 pm

**Detailed Program Schedule (March):** [LI March 2023 Schedule.docx](#)

**Application & Recommendation Deadline:** **February 24, 2023, at 11:59p**

**Option 2 April Session:** <https://forms.office.com/r/U0nk46KgT6>

**Dates:** April 20, 21, \*26, 27, 28, and May 5 (Rahn G230)

**Days:** Thursday and Fridays for 3 weeks. \*Wednesday for the 4-H program.

**Times:** 8:30 am – 4:00 pm

**Detailed Program Schedule (April):** [LI April 2023 Schedule.docx](#)

**Application & Recommendation Deadline:** **March 3, 2023, at 11:59p.**

## RECOMMENDATION

**A RECOMMENDATION MUST BE MADE BY A LEADER BEFORE BEING CONSIDERED**

Please send a copy of this link to the leader you would like to recommend you for this program. The person recommending the candidate can be a Vice Chancellor, Executive Director, Director, Associate Director, Assistant Director, Manager, Supervisor, or Administrator.

<https://forms.office.com/r/5X8Q81fUrP>

## WHAT'S NEXT?

**PARTICIPANTS WILL RECEIVE A LETTER CONFIRMING THEIR PARTICIPATION**

After the application deadline, the selection committee will review the information and select participants. You will receive one of the following emails:

- ✓ **Acceptance.** If you are accepted, you will be sent an email of acceptance with pre-work.
- ✓ **Waitlisted.** If you are put on the waitlist, you will be informed of the next steps.
- ✓ **Denied.** If you are denied, you will be informed.

This is a highly competitive program. Spaces are limited.

# LEADERSHIP INSTITUTE

## GENERAL SCHEDULE

Date/Time/Location	Topic	Description	Presenters
<b>Day 1</b> 8:30am - 4:00pm (lunch provided)	Leading Self: Self-Management	Participants will learn about leadership competencies including <b>business acumen, emotional intelligence essentials, continuous learning and driven for results.</b> They will identify complex challenges working as a director in an academic medical center (business acumen), analyze ESCI 360 results to strengthen emotional intelligence, explore and utilize different learning styles/techniques/methods to teach back information; and create a leadership development plan for self.	Devin Terry, MSN, RN, ACNS-BC, CPHQ  Sheridan Richards, MPPA, SHRM-CP  Vanetta Busch, PhD
<b>Day 2</b> 8:30 am-4:00pm (lunch provided)	Leading Self & Other Leaders Communication	Participants will learn about the leadership competencies including <b>communication, building talent, and delegate and empower.</b> They will utilize DiSC management platform to learn to conduct effective meetings, build talent, and delegate and empower other leaders.	Nigel Spears, MA
<b>Day 3</b> 9:00am-4:00pm (lunch provided)	Leading Other Leaders	Participants will learn about leadership competencies of <b>creating an inclusive environment, establishing strategic direction, and driving innovation.</b> They will explore ways to create an inclusive environment; utilize balance score card to execute strategy in cascading and executing Vision 2029; and explore tools to innovation to improve departmental efficiency.	Brian Gittens, Ed.D, MPA Odette Woods, J.D., M.Div  Kristy Hadden, PhD  Eric Peterson, PhD Kevin Sexton, MD
<b>Day 4</b> 9:00am-4:00pm (lunch provided)	Leading Change	Participants will learn best practices of leading change initiatives. They will develop an understanding of three phases of change, understand the Prosci and ADKAR (Awareness, Desire, Knowledge, Ability, and Reinforcement) model for individual change, and explore ways to build partnerships for creating a guiding coalition, or sponsorship for change.	Eric Balbo, MA
<b>Day 5</b> 9:00am-4:00pm (lunch provided)	“Teach Back” presentation, Leadership Panel Discussion & Graduation Celebration	Participants will “teach back” a meaningful leadership competency. Sponsors of the participants will be invited to participate in a panel discussion. Graduates will receive their graduation certificates.	Sheridan Richards, MPPA, SHRM-CP  Vanetta Busch, PhD