



ASPIRING LEADERS PROGRAM

Program Overview

Revision 2/2025



Program Overview

The *Aspiring Leaders Program* is designed to engage individual contributors through professional development and to provide a guided opportunity to explore leadership at Wellstar Health System. This program is considered a first step for those team members and caregivers with 2+ years of Wellstar experience and no previous people leader experience.

Healthcare is a dynamic industry that has undergone rapid change. Wellstar, like many other health systems, faces complex organizational challenges requiring agile leadership. The best leaders are those who leverage their team member's strengths and accelerate their performance to achieve Wellstar's vision of delivering world-class healthcare to every person, every time. A key component in this effort is utilizing leadership pathways and a strengths-based approach to increase system-wide leadership capacity and improve succession bench strength.

The following information will provide an overview of the Aspiring Leaders Program at Wellstar. **Please Note:** while the *Aspiring Leaders Program* promotes growth and development within the Wellstar system, successful completion of this program does not guarantee a future leadership position at Wellstar.

Our Values



We serve with compassion.



We pursue excellence.



We honor every voice.



Program Benefits



FOR THE PARTICIPANT

- Join a community of leadership explorers
- Build skills that create career momentum
- Map personal learning and leadership journey
- Turn aspirational goals into reality



FOR THE LEADER OF THE PARTICIPANT

- Build the bench-strength of your team
- Improve trust and engagement
- Model transformational leadership for your team
- Drive productivity, quality and safety outcomes

Eligible Candidates

The Aspiring Leader Program is ideal for team members and caregivers with 2+ years of experience at Wellstar Health System, no prior people-leader experience, and who presently serve in a frontline, individual contributor role in the organization. Each candidate is expected to demonstrate successful, ongoing performance in their current role and jointly agree with their leader to apply.

A submitted application does not guarantee admittance or acceptance into the program.

Core Curriculum

The core curriculum of the Aspiring Leaders Program, *Exploring Leadership at Wellstar*, is designed as a wrap-around, cohort model. Four (4) cohorts of up to 40–45 participants per cohort will be offered each year. The 5-week structure will kick off and end with in-person sessions, three (3) live virtual sessions, and three (3) weeks of self-directed learning. The 15–20 hours of content is intended to create a community of learning where participants build professional relationships and make meaningful contributions to their careers.

Core Curriculum Content

The following are sample subjects/topics covered in the core content of the Aspiring Leaders Program. All content is meant to be introductory and a first step in professional growth and development.

Learn About Leadership

- Introduction to Leadership
- Leadership at Wellstar (DEIB/MVV)
- Creating Career Momentum
- Growth Mindset
- Personal Values
- Strengths

Exploring Your Goals

- Identifying the Why of Leadership
- Reasons for Pursuing Leadership
- Review Career Development Resources
- Setting SMART Goals

Asking for Responsibility

- Learning What to Ask For
- Learning How to Ask
- Understanding and Sharing Your Professional Value Proposition

Develop a Plan

- Reflection Exercises on Goals, Shadowing and Conducting Informational Interviews
- Creating an Individual Development Plan

Each participant will also be challenged during their self-directed weeks to engage in micro-learning opportunities through LinkedIn Learning, TedTalks, articles, leadership connections, etc.



Leadership Skills and Defining Behaviors

The Aspiring Leaders Program has been created to support the development of frontline, individual contributors working in a variety of professions at Wellstar Health System. The Aspiring Leaders Program provides a structured framework for aspiring leaders to build and develop their capacity to meet the requirements for future leadership at Wellstar.

The development opportunities of the Aspiring Leader Program are meant to build and reinforce the skills shown below, which are considered fundamental and mandatory for those occupying leadership roles at Wellstar. Development of these skills will ensure that participants are prepared to assume responsibilities such as supervising staff, meeting goals, effecting change, conducting performance evaluations, and creating budgets.

LEADERSHIP SKILLS	DEFINING BEHAVIORS	WELLSTAR VALUE
PeopleCare	<ul style="list-style-type: none"> • Demonstrates a genuine care and interest in others • Able to see the potential in others 	We serve with compassion
Self-Leadership	<ul style="list-style-type: none"> • Masters soft skills • Practices self-awareness, self-discipline and self-development 	We pursue excellence
DEIB	<ul style="list-style-type: none"> • Leads with respect • Fosters a diverse, equitable and inclusive environment where all patients and team members feel valued and heard 	We honor every voice
Displays Character	<ul style="list-style-type: none"> • Holds to a high level of integrity and authenticity • Takes personal ownership and responsibility 	We pursue excellence
Exercises Interpersonal Skills	<ul style="list-style-type: none"> • Believes in and builds relationships • Collaborative and team-minded 	We pursue excellence
Focuses on Results	<ul style="list-style-type: none"> • Drives for performance results • Takes initiative to get things done 	We pursue excellence
Leads Change	<ul style="list-style-type: none"> • Champions continuous improvement • Sets vision and achieves goals 	We pursue excellence

Program Requirements

*subject to change

- 2+ years of employment at Wellstar Health System
- Functioning as an individual contributor or supervisor without direct reports
- Demonstrated successful performance in current role and in good standing (Meets Expectations or higher on last performance evaluation and not currently in corrective action process)
- Submission of a completed Aspiring Leaders application by the candidate or candidate’s direct supervisor, including leader approval
- Commitment to attend all 5 weeks of the program and its associated work



APPLICATION TIMELINE

Note: The application window for each cohort is noted in the table below. Reference the table as a guide for when to submit your application. A submitted application does not guarantee admittance or acceptance into the program.

2025 DATES	SPRING COHORT	SUMMER COHORT	FALL COHORT
PROGRAM DATES	Late April through late May	Mid-July through Mid-August	Early October through Early November
APPLICATION WINDOW	Mar 3 – 12	Apr 4 – 18	Jun 30 – July 11
PARTICIPANT NOTIFICATION	By April 1	By June 11	By August 28

Application Information

THERE ARE TWO WAYS TO START THE APPLICATION PROCESS:

- Direct supervisors may invite qualified team members and caregivers to apply. The leader or candidate then submits the application for consideration.
- Team members and caregivers discuss their interest in the Aspiring Leader Program with their leader and if all qualifications have been met, the candidate or leader submits the application for consideration.



Applications are located on the **Your LeaderCare** site at LeadershipWellstar.com. Find the **Leadership Resources** page containing the button for the application. Or, **scan the QR code** to the right.

Participant Selection

All candidates will be notified via email no later than one (1) month prior to the launch date of each cohort regarding the status of their application. The Talent Management and leadership team will review all applications in partnership with the Aspiring Leader Advisory Team. Participants will be selected for the program based on qualifications, approval by the candidate's direct supervisor, and other critical information identified by the learning and leadership directors and Aspiring Leader Advisory Team.

Recommended Electives

***subject to change**

In addition to the core curriculum and role-based requirements each participant is expected to complete in the Aspiring Leader Program, there are also a variety of leadership development courses that can be taken to further knowledge, skills, and abilities as a future leader. The leadership skills courses listed here are available for selection in Workday. It is recommended that each participant take a minimum of three (3) leadership skill courses as a baseline for future leader development.

LEADERSHIP SKILLS COURSES:

- **Crucial Conversations**
- **Leading with Mission, Vision, and Values**
- **Introduction to Emotional Intelligence**
- **Leadership Styles: Understanding and Adapting for Success**

OTHER RESOURCES:

Leadership Resources on the **Your LeaderCare website** (leadershipwellstar.com)



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