Aspiring Leader Program FAQs

I'm interested in the Aspiring Leader Program. Can you provide additional information?

Information about the program is available in the Program Overview. Team members or Leaders (on behalf of their team member) can submit an application to the program for consideration. The program is offered on a quarterly basis. The 2025 application windows can be found in the Program Overview or on this page.

The program includes 10 hours of class time, which consists of virtual and in-person sessions. An additional 5 –10 hours of time should be set aside to complete self-guided learning and assignments. Total time commitment to learning is 15–20 hours. Participants must be available for all 5 sessions to receive full credit for the program.

The Aspiring Leaders Program is highly competitive, typically receiving hundreds of applications for only 40 spots each cohort. Given the volume of applicants, many exceptional candidates are not selected on their first or even second attempts.

Are remote workers eligible to apply to the program?

For now, we are willing to consider remote team members who are willing to attend the two in-person sessions. Any travel expenses associated with attending the in-person sessions would need to be handled by the individual and approved by their respective department.

After careful consideration, we've decided not to make major adjustments to the program structure at this time. We recognize the importance of including remote team members and believe any changes require thorough review. Rest assured we are committed to continuously improving the program to better serve all participants.

What is the time commitment to the Aspiring Leaders Program?

The Aspiring Leaders Program requires a total time commitment of about 15–20 hours over the course of the program. This includes the time required for virtual and in-person sessions and self-guided work/homework associated with the program.

Participants are urged to have a dedicated quiet space to participate in virtual sessions and to complete self-guided learning assignments.

How will participants be paid for their time in the program?
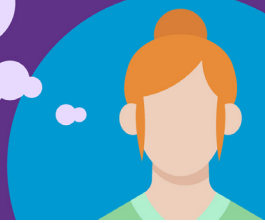
This program is part of team member development and therefore considered paid time. PTO should not be taken for development opportunities like this.

## Do I need to have a Wellstar computer to access the class/materials?

Participants are provided a hard-copy participant guide at the first in-person session. They need to refer to this throughout the program.

A computer will be needed for virtual sessions, which are done via Zoom link. Links are provided to participants in advance. This Zoom test link allows you to check camera*, speakers, and microphone. Be sure to test your Zoom functionality in advance. **If you have issues with Zoom, please contact the IT Help Desk at 470-956-6000.**
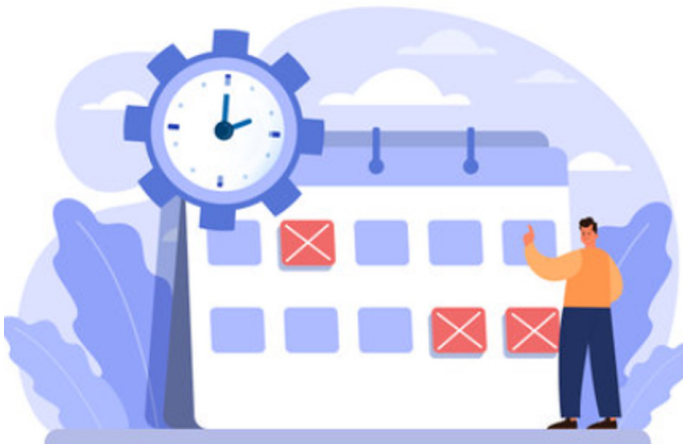
Access to the Wellstar network will be required in order to complete assigned Workday modules as part of self-guided learning.

*Cameras are not required.
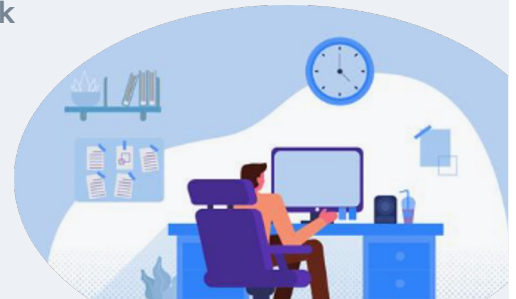
What if I need to miss a class due to a schedule conflict?

Participants are provided session dates in advance, along with calendar notifications for each. They are expected to attend all in-person and virtual sessions.

Please note that sessions are not recorded, and make-up sessions are not available, so it's essential to prioritize the time required for this program.

If individuals cannot fully commit to the program, we recommend considering applying to a future offering.

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