



Leadership Development Catalog 2025

LEADERSHIP DEVELOPMENT HIGHLIGHTS

What's New in 2025?



CONTINUING NURSING EDUCATION:

Contact Hours for Courses

Now you can stay current in your professional contact hours without having to search online or take external courses. We make it easy for you by providing you leadership development courses and programs that promote and enrich knowledge, improve skills and enhance your nursing practice. **Contact hours are noted under each course or program listing in the catalog.**

New Courses



INTRODUCTION TO STRATEGIC THINKING (NEW)

Strategic thinking is a valuable skill for everyone in an organization, and it becomes more essential as you grow in leadership. In this course, you will learn the difference between strategic and operational thinking. You will consider the drivers of strategic thinking, work through the process of strategic thinking and learn how to build a habit of thinking strategically each day so that strategic thinking becomes a habit that works for you!

Recommended For: Managers – Assistant VPs

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours



LEADERSHIP STYLES: UNDERSTANDING AND ADAPTING FOR SUCCESS (NEW)

Leadership Styles: Understanding and Adapting for Success is an engaging and practical course designed for professionals and leaders who want to refine their leadership approach and adjust their style to meet the evolving needs of their teams. This class delves into various leadership styles, helping you identify your own approach and understand how to adapt to different situations and team dynamics.

Recommended For: Individual Contributors – Managers

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours

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PEOPLECARE

 We serve with compassion. Connect with purpose. Care and support.	 We pursue excellence. Take responsibility. Explore with curiosity.	 We honor every voice. Welcome and include. Collaborate and celebrate.
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BE A DIFFERENCE MAKER

Wellstar Leader Standard Behaviors

Wellstar leaders are expected to master and model not only team member standard behaviors and Wellstar Values, but also the leader standard behaviors listed here. These expectations along with our aligned, tailored goals define how leadership performance is measured and rewarded.



The Wellstar Experience for Leaders

As leaders, you drive the tone and culture of our organization and the experiences you have with each other and your teams. Leaders possess the unique ability to create and nurture an environment where team members feel inspired and empowered to consistently exhibit our standard behaviors so all of us can be difference makers in the way we deliver **PeopleCare**.



We serve with compassion.

Connect with purpose.

- I **engage others** in two-way dialogue about the 'Why' behind the 'What'.
- I **build trust** by asking questions and listening with empathy.
- I **explain the value of the team's work** in supporting Wellstar's mission and goals.

Care and support.

- I **talk with people about how they are doing**, not just what they need.
- I **provide a helping hand** and connect people with resources to support their work and wellbeing.
- I **demonstrate consistency** between words and actions and honor commitments to others.



We pursue excellence.

Take responsibility.

- I **model our standards** and provide coaching and feedback to ensure accountability of others.
- I **establish clear responsibilities** and processes for measuring progress and results.
- I **proactively share helpful/important information** with others and respond to requests in a timely manner.

Explore with curiosity.

- I **partner with others** to understand opportunities and create solutions.
- I **inquire** about career aspirations and share opportunities to help others grow.
- I **take action to develop new skills**, reflect and seek feedback to continuously improve.



We honor every voice.

Welcome and include.

- I **invite others to share** their authentic voice, concerns, ideas and talents.
- I **advocate on behalf of others**, take action based on feedback and close the loop.
- I **follow up on how my messages are received**, recognizing impact is greater than intent.

Collaborate and celebrate.

- I **acknowledge, recognize and celebrate others** in ways meaningful to them.
- I **thank people** for the opportunity to serve and work with them.
- I **form diverse work teams** and collaborate across departments and levels to accomplish goals.

+ + Be a difference maker. + +

LEADERSHIP DEVELOPMENT AT WELLSTAR:

The 3E Development Philosophy

At Wellstar, we use the “3E” development philosophy. This model groups development activities into 3 categories: **Experience**, **Exposure** and **Education**. 3E development activities work best when coordinated together, speeding the development of the targeted behavior:

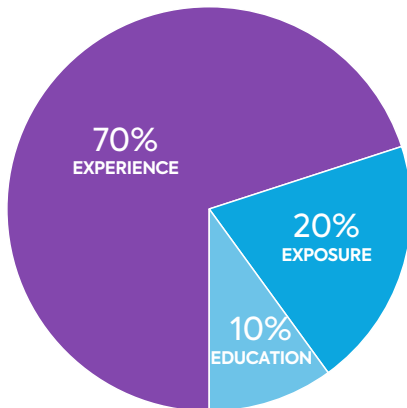
70% of learning and development takes place from real-life and on-the-job **experiences**, tasks and problem solving. This is the most important aspect of any learning and development plan.

20% of development should occur through **exposure** opportunities: feedback, coaching, mentoring and networking.

10% of development should occur through **education**: formal training classes, programs, eLearning courses, books.



This Leadership Development Catalog provides an assortment of 3E ideas and suggestions that apply to Wellstar’s Values and leader behaviors. Select a few to support your own Individual Development Plan (IDP).



EXPERIENCE 70%

- Stretch & Challenging Assignments
- Cross-Regional & Cross-Functional Projects
- Regional Rotations (Short Term)
- Job Changes
- Special Projects or Process

EXPOSURE 20%

- Feedback (including Peers)
- Mentoring
- Coaching
- Social Networking
- Job Shadowing

EDUCATION 10%

- Courses
- Readings
- eLearning

3E Development Activities

Here is an assortment of 3E ideas and suggestions that apply to Wellstar's Values. You may identify a few to support your development goals.

EXPERIENCE 70%

- Contribute to decisions outside your area of authority (work on a committee, partner with other leaders).
- Ask your leader to delegate new work to you.
- Take on new and challenging projects/assignments.
- Be a change champion for a specific initiative.
- Speak at internal or external events.
- Take on new and/or increased responsibilities.
- Learn the roles of others by shadowing or partnering on a project.
- Learn the roles of different departments within Wellstar (shadowing, informational interviews).
- Become a subject matter expert on a new skill or process.
- Become a team member in a project where you have no expertise.
- Facilitate and/or chair team or committee meetings.
- Introduce new strategies and ways of working.
- Cover for others' roles while they are out of the office.
- Become a leader in external organizations – professional, social, community, committee, volunteer, etc.
- Seek ways to network and interact with senior leadership team.
- Work in groups to solve real business issues – (i.e., implement EPMO Grassroots idea).
- Join a Shared Governance Council.
- Mentor others.
- Take on a temporary assignment in another department.
- Apply best practices from other industry leaders in your everyday work.

EXPOSURE 20%

- Receive formal coaching regularly.
- Receive informal coaching from peers and colleagues.
- Seek feedback from others on performance and outputs.
- Seek mentoring from a more senior leader.
- Share knowledge with others – what works, what doesn't, etc.
- Learn from industry associations and key figures.
- Build and learn from your network – physical and social (Yammer, LinkedIn, etc.).
- Follow and participate with leading industry blogs – join the conversation.
- Download whitepapers and research papers.
- Watch relevant YouTube videos or podcasts (TED talks, skill-building videos, etc.).
- Participate in a Business Resource Group (BRG).

EDUCATION 10%

- Attend Wellstar-sponsored courses and workshops.
- Attend industry-specific conferences and events.
- Attend LIVE and recorded webinars and podcasts.
- Take Computer-Based Learning (CBL) courses.
- Acquire professional qualifications and certifications.
- Attend a college or university to obtain a degree or certification.
- Take self-directed courses (LinkedIn Learning).

LEADER DEVELOPMENT OPTIONS

Virtual and In-Person Elective Courses

Elective courses are offered at various times throughout the year as a resource for each team member and caregiver's continued growth and development. If you're interested in participating in a course, register soon in Workday. Classes fill quickly.



All courses are accessed through Workday. Look for this icon on eSource or [click here](#) to access Wellstar Workday.

Need help with access or more information? Email: lead@wellstar.org



CRUCIAL CONVERSATIONS

Crucial conversations come to all of us, personally and professionally. Usually, these conversations involve opposing opinions, strong emotions and high stakes. This course teaches skills for communicating when the stakes are high, opinions vary and emotions run strong. Leaders will learn skills to improve dialogue and engagement, create behavior change and build high-performance and culture.

Recommended For: Individual Contributors – Assistant VPs

Time Commitment: 2 Days (In-Person) **CNE Credits:** 2 Contact Hours



INTRODUCTION TO EMOTIONAL INTELLIGENCE

Research shows that people who demonstrate high levels of emotional intelligence are stronger leaders, more effective decision makers, better at building relationships and are well equipped to confront challenging issues and manage change. This course provides a definition of Emotional Intelligence (EI) and it helps the learner identify, manage, and use EI in improving work performance.

Recommended For: Individual Contributors

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours



INTRODUCTION TO STRATEGIC THINKING (NEW)

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Recommended For: Managers – Assistant VPs

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours



LEADING WITH ACCOUNTABILITY

Accountability is a concept that is critical to leaders of organizations of all types. In this course, you'll learn about building accountability in your teams, demonstrating your own willingness to be accountable, especially when things go wrong, and fostering an environment of accountability in those you work with.

Recommended For: Supervisors – Assistant VPs

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours



LEADING WITH MISSION, VISION AND VALUES

A key feature of a leader is to inspire others to live out the mission, vision and values of their organization. This course introduces the opportunity to experience first-hand the power that mission, vision and values can have in leading team members. It also introduces the role of our leaders in helping bring them to life for each team member through engagement and development.

Recommended For: Individual Contributors

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours



LEADERSHIP STYLES: UNDERSTANDING AND ADAPTING FOR SUCCESS (NEW)

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Recommended For: Individual Contributors - Managers

Time Commitment: 2 Hours **CNE Credits:** 2 Contact Hours



STRENGTHS-BASED LEADERSHIP

What goals could you accomplish if you used your strengths instead of worrying about your weaknesses? This Strengths-Based Leadership program will show you how to move past problems and build on what is working well. You'll discover how to use your CliftonStrengths results to achieve personal and professional success, as well as strategically motivate your team to make positive change happen while working within the framework of other team member's strengths.

Recommended For: Assistant Managers – Assistant VPs

Time Commitment: 3 Hours **CNE Credits:** 3 Contact Hours



Virtual and In-Person Courses

	VALUES			LEADERSHIP BEHAVIORS		
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Crucial Conversations	✓	✓	✓	✓	✓	✓
Introduction to Emotional Intelligence	✓		✓	✓		✓
Introduction to Strategic Thinking		✓			✓	
Leading with Accountability	✓	✓		✓	✓	
Leading with Mission, Vision and Values	✓	✓	✓	✓	✓	✓
Leadership Styles: Understanding and Adapting for Success	✓		✓	✓		✓
Strengths-Based Leadership		✓	✓		✓	✓

LEADER DEVELOPMENT OPTIONS

Formal Cohort Programs

Formal Cohort Programs are offered on a recurring basis for a specific duration, depending on the program. Each program utilizes a cohort format to provide participants with the opportunity to strengthen their internal network, build knowledge through reflective group learning and set “next step” goals for personal leadership development.



All courses are accessed through Workday. Look for this icon on eSource or [click here](#) to access Wellstar Workday. Need help with access or more information? Email: lead@wellstar.org



ASPIRING LEADERS PROGRAM (AL)

The Aspiring Leaders Program is designed to engage individual contributors through professional development and to provide a guided opportunity to explore leadership at Wellstar. 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.

The core curriculum, Exploring Leadership at Wellstar, is a five-week wrap-around, cohort-style learning experience that uses various forms of learning to support the learner's professional development. Live events are mixed with self-guided, live, virtual and on-the-job learning to ensure maximum benefit to the learner.

Recommended For: Individual Contributors with 2+ years of Wellstar Experience
CNE Credits: 17 Contact Hours



LEADER FUNDAMENTALS PROGRAM (LF)

The Leader Fundamentals Program is a comprehensive series of six two-hour sessions designed to enhance the skillset and abilities of Wellstar's frontline leaders. The sessions, which are sequentially offered, provide participants with practical tools, strategies and insights to support their growth as effective leaders. Participants explore a wide range of leadership topics, including **Trust and Emotional Intelligence, Leadership Conversations, Effectively Managing Performance, Team Member Growth and Development, Leading Inclusively** and **Leading Change**.

Recommended For: Supervisors (with direct reports) - Directors
CNE Credits: 2 Contact Hours Per Session (12 hours for completed program)



WELLSTAR LEADERSHIP ACADEMY (WLA)

Wellstar Leadership Academy (WLA) is an award-winning executive leadership program developed exclusively for Wellstar Health System and delivered in partnership with Kennesaw State University's Michael J. Coles College of Business.

The goal of WLA is to provide a unique learning experience for high-performing leaders at the Manager to AVP level across Wellstar. The program is comprised of in-person learning sessions, online modules and value-added networking opportunities. In addition, participants will work in cross-functional teams to complete Caregiver Action Learning Projects to help solve critical business challenges.

Recommended For: Managers – Assistant VPs, Nominations for WLA are solicited from senior leadership on a biannual basis.

CNE Credits: 64 Contact Hours



EXECUTIVE TEAM BUILDING RETREATS

Team building is essential to so many critical functions of a team, including communication, collaboration, morale and productivity. The ED/AVP retreat is intended to do just that, bring continuity of team building and development for Executive Directors and Assistant VPs, similar to that of the EVP, SVP and VP retreats. Participants are provided with growth and development opportunities they can apply in real time AND because the retreat is offered in cohort format, networking, relationship building and lots of fun always take place.

Recommended For: Executive Directors – Assistant VPs (sign-up options sent before each Retreat)



1:1 GROWTH AND DEVELOPMENT COACHING

The 1:1 Growth and Development Coaching program is a comprehensive journey designed to nurture the growth and development of Wellstar Leaders.

Wellstar utilizes a unified Coaching Management Platform and managed coach network that scales, manages and measures complex leadership development programs across the enterprise. Each program participant is assigned an Executive Coach to engage on their development journey.

Wellstar engages coaches to help successful leaders become even more successful. Leadership coaching emphasizes coaching for leader development vs. coaching for performance issues. Development goals are driven by the individual's growth and current or future business needs.

Coaching Program Components:

- Virtual model
- 3-month engagement with 6 bi-weekly sessions
- On-demand messaging in our platform with your coach in between sessions
- Access to our Leadership Roadmap to document your development
- Participant surveys to capture measurement and progress

Recommended For: Executive Directors and above

LEADER DEVELOPMENT OPTIONS

Formal Cohort Clinical / Provider Programs



All courses are accessed through Workday.
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NCHARGE

NCharge is a one-day, in-person experience grounded in an evidence-based curriculum from Catalyst Learning that gives first-level supervisory nurses the insights, interpersonal skills and business knowledge they need to effectively manage, inspire and lead. This one-day program is taught by Wellstar clinical facilitators and includes two, four-hour classes and lunch. Option 1 classes taught are *Critical Thinking for Charge Nurses and Supervisory Skills for Positive Outcomes*. Option 2 classes taught are *Charge Nurse Fundamentals and Facilitating Interprofessional Teams*

Recommended For: Leads, Patient Flow Coordinators and Charge Nurses
CNE Credits: 4 Contact Hours Per Course



FUNDAMENTALS OF NURSE MANAGEMENT (NMO)

Fundamentals of Nurse Management (NMO) is a wrap-around learning experience rooted in the core competencies of AACNs Fundamental Skills for Nurse Managers. Designed by and for nurses, this content will build critical skills in human resource management, financial management, quality and safety and leadership while reinforcing our commitment to diversity, equity and inclusion. This program will give you the opportunity to strengthen your internal network, build knowledge through reflective group learning and set “next step” goals for your own personal leadership pathway.

Recommended For: Assistant Nurse Managers - Nurse Managers
CNE Credits: 29 Contact Hours (for completed program)



APRN TRANSITION-TO-PRACTICE

The RN to NP Transition-to-Practice Program is a system-wide initiative designed to support and professionally develop the new graduate Nurse Practitioner joining the Wellstar Healthcare System as they transition from bedside nursing into the provider role. This year-long program facilitates experiences, learning, and leadership development through shadowing, leadership courses and clinical real-world experience as a Nurse Practitioner.

Recommended For: New graduate Nurse Practitioners transitioning from bedside to Provider.
CNE Credits: 44.75 Hours



PROVIDER LEADERSHIP EXPERIENCE (PLEx)

Provider Leader Experience (PLEx) is a customized program designed to equip new and/or developing physician leaders with key skills to enhance their leadership success. This blended program (online and in-person) is centered on key leadership and management concepts and was designed specifically for this audience.

This 12-week program addresses such topics as Crucial Conversations, Patient-Provider Relationships, Diversity, Equity and Inclusion, Coaching, Leadership, Building Trust, Burnout and Working with Multi-Generational teams.

Recommended For: Newly hired physicians at Wellstar



PHYSICIAN LEADERSHIP ACADEMY (PLA)

Physician Leadership Academy (PLA) is an award-winning executive leadership program developed exclusively for Wellstar Health System and delivered in partnership with Kennesaw State University's Michael J. Coles College of Business.

The goal of PLA is to provide a unique learning experience for high-performing physician leaders across the Wellstar footprint. The program is comprised of in-person learning sessions, online modules and value-added networking opportunities. In addition, participants work in cross-functional teams to complete Caregiver Action Learning Projects to help solve critical business challenges.

Recommended For: Nominations for PLA are solicited from senior leadership on a biannual basis.

CNE Credits: 61 Hours

LEADER RESOURCES

LinkedIn Learning Courses

LinkedIn Learning is a free service to all Wellstar team members.

	VALUES			LEADERSHIP BEHAVIORS		
	We serve with compassion.	We pursue excellence.	We honor every voice.	Connect with purpose. Care and support.	Take responsibility. Explore with curiosity.	Welcome and include. Collaborate and celebrate.
Problem-Solving Techniques		X			X	
Acting Decisively		X			X	
Executive Decision Making		X			X	
Decision-Making Strategies		X			X	
Making Decisions		X			X	
Improving Your Judgment		X			X	
The Six Biases of Decision-Making		X			X	
Making Quick Decisions		X			X	
Giving and Receiving Feedback	X			X		
360-Degree Feedback	X			X		
Delivering Employee Feedback	X			X		
Becoming an Inspiring Mentor	X			X		
Coaching Skills for Leaders and Managers	X			X		
Coaching for Results	X			X		
Coaching and Developing Employees	X			X		
Executive Coaching	X			X		
Coaching Employees through Difficult Situations	X			X		
Persuasive Coaching	X			X		
Being a Good Mentor	X			X		
Developing a Mentoring Program	X			X		
Leadership Communication in the Flow of Work			X			X
Measuring Team Performance						
Coaching and Developing Employees	X			X		
Developing Adaptable Employees	X			X		
Managing Employee Performance Problems	X			X		
The Future of Performance Management	X			X		
Improving Employee Performance	X			X		
Developing Credibility as a Leader				X		

LEADER RESOURCES

LinkedIn Learning Courses

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Creating a High-Performance Culture	X			X		
Rewarding Employee Performance			X			X
Risk-Taking for Leaders		X			X	
Sallie Krawcheck on Risk-Taking		X			X	
Why Trust Matters	X			X		
Holding Your Team Accountable		X			X	
Delivering Results Effectively		X			X	
Delivering Results with a Business-focused PMO		X			X	
Managing for Results		X			X	
Successful Goal Setting			X			X
Defining and Achieving Professional Goals		X			X	
Achieving Your Goals		X			X	
Setting Team and Employee Goals			X			X
Setting Goals and Managing Performance	X			X		
Be More Productive: Take Small Steps, Have Big Goals		X			X	
Building Accountability into Your Culture		X			X	
Holding Yourself Accountable		X			X	
Fred Kofman on Accountability		X			X	
Inclusive Leadership			X			X
Leading Effectively	X			X		
Leadership Foundations: Leadership Styles and Models	X			X		
Transformational Leadership	X			X		
Leadership Strategies for Women			X			X
Bill George on Self Awareness, Authenticity and Leadership	X			X		
Be a Better Manager by Motivating Your Team	X			X		
Improving the Value of Your Time	X			X		
Getting Things Done		X			X	
Time Management Tips	X			X		
Building Trust	X			X		

LEADER RESOURCES

LinkedIn Learning Courses

	VALUES			LEADERSHIP BEHAVIORS		
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Developing Credibility as a Leader	X		X	X		X
The New Age of Risk Management Strategy for Business		X			X	
Reputation Risk Management		X			X	
Leading through Relationships	X			X		
Strategic Partnerships			X			X
Collaboration Principles and Process			X			X

CHECK OUT THESE LINKEDIN LEARNING COLLECTIONS

Wellstar Leadership: Employee Engagement

Wellstar Leadership: Guiding Career Development for Your Team

Wellstar Leadership: Individual Development Plans

Wellstar Leadership: Leading a Remote Team

Wellstar Leadership: Performance Review Discussions

Wellstar Frontline Leader: Key Management Skills

THREE WAYS TO LOGIN FROM LINKEDIN LEARNING

1. **Click here** to sign in with your Wellstar email address.

LinkedIn LEARNING

Sign In

Sign in using the same email address you use for LinkedIn.com or your organization email

Email

[Continue](#)

Sign in with your library card

New to LinkedIn? Join now

2. If you have your **LinkedIn Learning account** connected to your **personal LinkedIn account**, then you will need to log in using your **personal LinkedIn account password** and click **Continue**. If not, proceed to **step 3**.

LinkedIn LEARNING

LinkedIn

email@email.com [Change](#)

LinkedIn Learning is connected to your LinkedIn profile, enter your LinkedIn password

Use your LinkedIn password [Show](#)

[Continue](#)

[Forgot password?](#)

3. If your LinkedIn Learning account is not linked to your personal LinkedIn account, then proceed by clicking on **Sign in with Single Sign-On**

LinkedIn LEARNING

Wellstar Health System requires you to sign in with Single Sign-On

[Sign in with Single Sign-On](#)

Don't work here anymore?
[Not the correct organization? Start over](#)

LEADER EDUCATION OPTIONS

Virtual Reality Training



BENEFITS



Increased Realism

Real actors used



Reduced Costs

Shorter duration with higher engagement



Improved Safety

Practice in a virtual environment



Increased Engagement and Confidence

Learners are 400% more confident performing skills after completing VR



Increased Accessibility

Can access via headset, phone or tablet

VIRTUAL REALITY TRAINING

How Wellstar Uses VR

- 1 Monthly Leadership Development Sessions offered
- 2 Offered as part of New Nurse Manager Orientation
- 3 Offered as part of Leader Orientation for Wellstar MCG Health
- 4 Offered to WLA/PLA Alumni at an alumni event

VR at Wellstar...



LEADERSHIP DEVELOPMENT

Continued monthly offerings for leaders



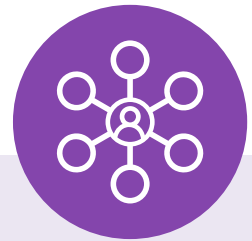
EMBEDDED

Into more leadership programs



GOING LOCAL

Bringing the VR experiences to the facilities



TEAM MEMBERS

Curating experiences for team members

[Click here](#) to select a VR course today.

Leader Resources

TEAMCARE KITS

These “**meeting-in-a-box**” toolkits provide leaders with self-service resources aimed at actively developing their teams.

- Career Development Pathways
- Cohesive Team Decision-Making
- Effectively Navigating Through Conflict: Thomas Kilman Model
- Embracing our Similarities and Differences through Personality Types
- Emotional Intelligence at Work
- Facilitating Difficult Conversations: Crucial Conversations
- Working with Mission, Vision and Values
- **NEW:** Boosting Your Resilience at Work
- **NEW:** Accountability: Building a Culture of Ownership
- **NEW:** Collaborative Influence: Shaping Outcomes Together

For more information, please contact Wellstar Leadership Development at lead@wellstar.org. Stay tuned for additional TEAMCare Kits as they are developed.

VIRTUAL REALITY

Using these bundled course kits, leaders can immerse their teams in realistic, hands-on scenarios designed to develop practical, applicable skills in a dynamic, virtual setting:

- Change Management in Virtual Reality
- Difficult Team Conversations in Virtual Reality
- Emotional Intelligence in Virtual Reality
- Inclusion Workplace Conversation in Virtual Reality

[Click here](#) to schedule your VR experience.

REMOTE WORK RESOURCES

Leaders have access to LinkedIn Learning videos and courses addressing the following topics:

Leading a Remote Team and Working Remotely

- Example courses include managing remote teams, leading at a distance, leading virtual meetings, Microsoft Teams tips/tricks, challenges of virtual collaboration and executive presence online

Coping with Stress and Managing Change

- Example courses include building resourcefulness, developing resilience, communicating during times of change and stress management

[Click here](#) to access these resources.

Remote Work Toolkit for Team Members

This toolkit is available for all team members and provides tools and tactics, as well as video resources and links to courses that address:

- Being productive while working remotely
- Living the Wellstar Mission, Vision and Values while working remotely
- Utilizing Wellstar’s IT resources to remain productive and connected
- Microsoft Office Learning

[Click here](#) to learn more.

