

Wellstar

LEADERSHIP ACADEMY

Program Summary

Overview

Wellstar Leadership Academy (WLA) and Physician Leadership Academy (PLA) are custom-designed leadership programs delivered in partnership with The Michael J. Coles College of Business at Kennesaw State University (KSU). The purpose of these programs is to provide an advanced level of leadership training for seasoned Wellstar leaders, physicians, and providers who demonstrate a strong desire to enhance their leadership capability. The WLA and PLA curriculum is structured through the Competing Values leadership model, combined with key Wellstar-centric initiatives that will help propel participants to lead Wellstar to achieve its future strategic goals.

Learning Objectives

1. Develop greater leadership skills and self-awareness.
2. Prepare leaders to assume greater responsibility and manage their teams more effectively.
3. Develop and foster cross-functional knowledge and networks.
4. Link Wellstar's leadership competencies, strategic framework, and other key initiatives with Competing Values leadership model to ensure a holistic leadership development experience.

Program Details

1. **Maximum Cohort Size:** 40 (WLA) / 30 (PLA)
2. **Learning Methods:**
 - Structured Online Learning with corresponding in-person application activities
 - In-person leadership development discussions
 - Business simulations
 - Virtual discussions via online learning portal
 - Self-study (articles, videos, and blog posts)
 - Caregiver Action Learning Projects linked to Wellstar's strategic themes
3. **Time Requirement:**
 - The WLA and PLA programs require attendance at 6 8-hour in-person learning sessions, held once per month. Participants will also attend a half-day in-person session where they will present the findings of their Caregiver Action Learning Projects to Wellstar's executive team. On average, participants must complete 4-8 hours of online learning modules as pre-work for each in-person session, and participate in the completion of a Caregiver Action Learning Project.

Participant Eligibility

Eligibility to be a participant in the WLA will require the following:

- WLA - High-performing, mid-level people leader (Manager, Director, Executive Director, AVP).
- PLA - High-performing Physician or APP currently serving or in consideration for a leadership role.
- Minimum of one year in current role.
- Nomination from an EVP/SVP, Hospital President/Site Leader and Human Resources leader.
- Approval from participant's next-level leader.
- Identification as a high-performing or high-potential leader and/or identification in talent pool is recommended.
- Willingness to commit to all dates and requirements of the WLA/PLA experience.

Program Moderators/Facilitators

Wellstar Leadership Development:

- **Garry A. Gross** – Executive Director, Leadership Development
- **Laura Dannels, PhD** – Vice President & Chief Talent Officer
- **Callie Firman** – Senior Leadership Consultant, Leadership Development

External Faculty

- **Steven Olson, PhD** – Faculty, Coles College of Business, Kennesaw State University
- **Jen Renshaw** – Faculty, Coles College of Business, Kennesaw State University

Program Curriculum and Applications

The Wellstar Leadership Academy and Physician Leadership Academy curriculum is comprehensive, challenging, and engaging. Based on the Competing Values leadership model, the curriculum was selected based on a strong research backing and close alignment with Wellstar competencies.

The topics are structured to address the 8 key “roles” that all leaders assume. The program features a flipped-classroom modality, in which participants prepare for class sessions through online learning and then apply their learnings in instructor-led in-person sessions (one 8-hour day per month). In each of the 10 online modules, participants will complete 3 “quests” that will challenge their knowledge of basic manager behaviors, skill in making the right leadership decisions, and their ability to inspire growth in themselves and their team.

This format provides a dynamic learning experience that includes interactive and engaging discussions, video, experiential learning, and group collaboration. Furthermore, participants will be asked to apply newly learned skills and return to in-person sessions with the results of their application to enhance the learning of other leaders.

As part of their in-person learning sessions, participants will benefit from tying this content to key Wellstar initiatives, like our Strategic Destination, Digital Operating Model, Wellstar Experience Standards and Standard Behaviors, Quality/Safety, Community Health, and Diversity, Equity, Inclusion, and Belonging. These initiatives are incorporated seamlessly into the program through application exercises, group discussions, and/or subject matter expert presentations.

WLA and PLA participants will also select from a list of strategically driven Caregiver Action Learning Projects to work on in small project teams. These project teams will be guided by carefully selected executive sponsors and project coaches. During their time in the program, participants will work to achieve the sponsors’ goals for their projects and will have the opportunity to present their results to an audience of Wellstar executives at the conclusion of the program.

To nominate a leader, please provide the following:

If you know a leader who should be considered for a future cohort of Wellstar Leadership Academy or Physician Leadership Academy, please send the following information to lead@wellstar.org or to [Callie Firman](#), WLA/PLA Program Leader.

- Nominee’s name and title
- Current department
- Supervisor
- Years and months of experience as a Wellstar Manager
- Years of Management experience prior to Wellstar Health System

If you have questions, feedback, or suggestions for this program, please contact Wellstar Leadership Development at lead@wellstar.org.