

Program Overview

You were trusted to lead—now let's elevate how you do it.



Leader Fundamentals is a dynamic series of six two-hour sessions designed to equip Wellstar's frontline leaders, from supervisors with direct reports through AVPs, with essential skills for success. This program builds a shared leadership language and consistent approach across the organization, while providing practical tools, actionable strategies, and valuable insights to support each leader's growth and effectiveness. For a closer look at each course in the series, including key objectives, please see page 2.

What past leaders have said about the program:

"This was a great learning opportunity. I was dreading being pulled away from my work but found this presentation very informative and engaging."

"Each session was useful but the emotional intelligence and trust session really made me think about how I engage team members."

"The course helped me with developing a sense of confidence when talking with my team members to have empathy and understanding to every person regardless of their performance."

"Great program for leaders to build skills."

"Great series, learned a lot."

"Course content was amazing."



How to Register for Leader Fundamentals

Just three in-person dates—or six virtual sessions. A powerful leadership milestone—completed in under 90 days.

Important: You must enroll in each course individually.

- 1 [Click here to go to the program in Workday.](#)
- 2 Click **"Start Program"** in Workday to begin.
- 3 For each course, click **"Select Offering"** to choose your date.
- 4 Use the navigation arrows (top right, marked "Item 1 of 6") to move through all six courses.
- 5 Repeat the selection process for each course to complete your enrollment. *You are not fully enrolled until you've selected a date for all six courses.*

Course Objectives

Session	Learning Components & Objectives
Trust and Leading with EI	<ul style="list-style-type: none"> • Apply practical strategies to build, maintain, and restore trust within teams and workplace relationships. • Describe the four components of Emotional Intelligence, Self-Awareness, Self-Management, Social Awareness, and Relationship Management, and their relevance to effective leadership. • Reflect on personal emotional intelligence strengths and growth areas to enhance leadership presence and impact.
Leading Change	<ul style="list-style-type: none"> • Explore how team members experience change at Wellstar. • Understand the leader's role in building trust and leading successful change for their teams. • Utilize planning tools for actively leading change well and helping the team succeed.
Leadership Conversations	<ul style="list-style-type: none"> • Identify the types of leadership conversations in the workplace. • Explore why leadership conversations matter. • Learn a 4-Step approach for successfully navigating any leadership conversation. • Develop core skills to conduct leadership conversations. • Plan for and practice conducting a leadership conversation.
Effectively Managing Performance	<ul style="list-style-type: none"> • Define what successful performance and development look like at Wellstar, including key expectations and behaviors. • Support and encourage team members in achieving and sustaining high performance. • Accurately apply performance rating scales to assess and provide feedback on Standard Behaviors. • Identify and access key resources to support effective performance management conversations and processes.
Team Member Growth and Development	<ul style="list-style-type: none"> • Explain the importance of intentional development planning and its role in enhancing engagement and retention. • Set clear, high-quality development goals aligned with both individual aspirations and organizational needs. • Apply the GROW Model to structure effective development conversations. • Leverage the 70:20:10 framework to design well-rounded development experiences. • Sustain momentum by recognizing and celebrating progress in team member development. • Navigate and utilize key development resources, including the Team Member and Leader Catalogs, to support ongoing growth.
Leading Inclusively	<ul style="list-style-type: none"> • Establish a shared understanding of core concepts. • Cultivate curiosity as a leadership skill and explore how inquiry drives awareness and growth. • Deepen self-awareness by examining how your actions and presence affect others. • Identify and interrupt personal and systemic biases that hinder inclusive leadership. • Integrate insights and commit to meaningful behavior change through targeted actions.