



# Leadership Development Catalog 2026

## LEADERSHIP DEVELOPMENT HIGHLIGHTS

# What's New in 2026?



## Leading Future Ready

At Wellstar, we're not just looking toward the future—we are shaping it. Beginning in 2026, every leadership development experience will be designed to empower leaders not only to meet the moment, but to boldly create what comes next. We are equipping every leader with the essential skills to thrive in a rapidly evolving healthcare landscape.

From adaptability, collaboration, and ethical innovation to strategic foresight, data & AI literacy, and human-centered leadership, each learning opportunity is crafted to help you lead with clarity, confidence, and purpose—so together, we can shape the future of care.

## New Courses



### COMPASSIONATE LEADERSHIP (NEW)

Compassionate Leadership invites participants to explore presence, empathy, and self-regulation as core capacities for effective leadership. Grounded in trauma-sensitive and human-centered principles, this session helps leaders understand how a regulated and centered presence strengthens trust, psychological safety, and team resilience.

**Recommended For:** Supervisors through Assistant VPs

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



### COMMUNICATING EFFECTIVELY: ENSURING CLARITY, COMPATIBILITY, AND TEAM COHESION (NEW)

In today's dynamic workplace, effective communication is the cornerstone of success, not only for individual achievement, but for the cohesiveness and productivity of teams. "Communicating Effectively: Ensuring Clarity, Compatibility, and Team Cohesion" is a comprehensive training experience designed to equip participants with practical skills and tested principles to foster clear, compatible, and collaborative exchanges in diverse environments.

**Recommended For:** Individual Contributors

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

# Table of Contents

Wellstar Leader Standard Behaviors	4
Future-Ready Skills	5
The 3E Development Philosophy	6
3E Development Activities	7
Course Enrollment and Policies	8

## LEADERSHIP PATHWAYS AT A GLANCE

 Aspiring Leaders	10
 New Leaders	15
 Operational Leaders	18
 Strategic Leaders	23



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.



# 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.

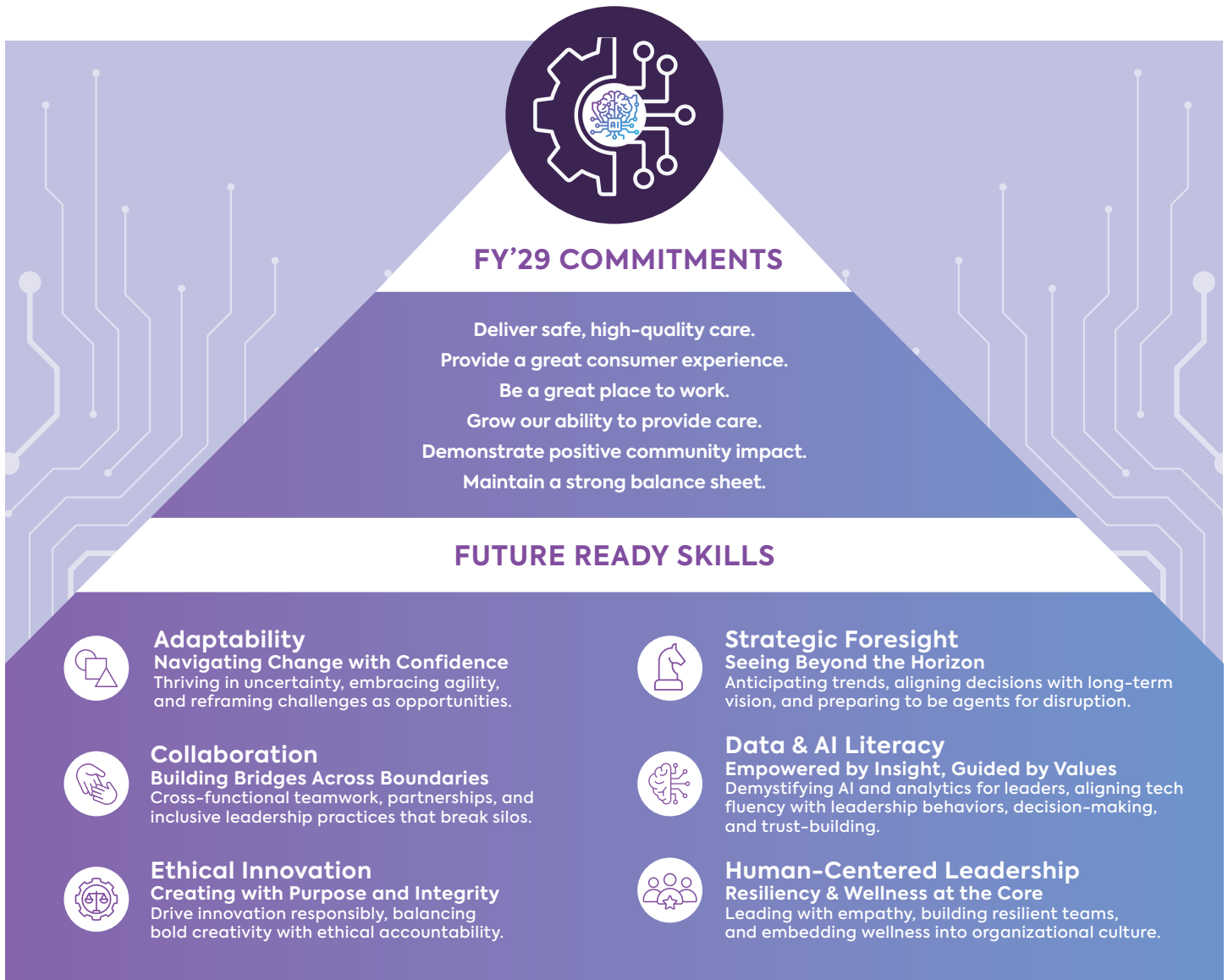
### Collaborate and celebrate.

- **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. + +

# Future-ready Skills

At Wellstar, we are committed to nurturing leaders who are prepared to navigate the challenges of tomorrow's healthcare landscape. Our leadership development initiatives are designed to cultivate essential skills that ensure our leaders are not only prepared for the challenges ahead but also equipped to drive innovation and elevate care in the years to come.



## WELLSTAR VALUES & STANDARD BEHAVIORS



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.

## 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:

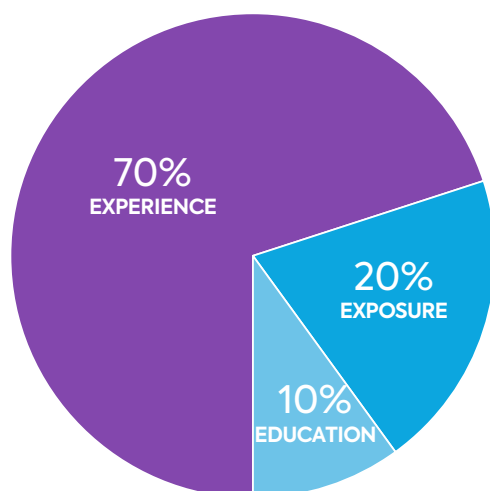
**70%** of learning and development takes place from real-life and on-the-job **experiences**, tasks, and problem solving. This is the most important aspect of any learning and development plan.

**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, and 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).



# Course Enrollment and Policies

At Wellstar, we are committed to providing exceptional development opportunities for our leaders, fostering an environment where every voice is valued and where we all strive for excellence together. We believe in the power of learning and growth, and our course enrollment policies are designed to ensure the responsible stewardship of our resources, while also ensuring that every participant has the opportunity to benefit from these offerings in a fair and respectful manner.

## Course Enrollment



### How do I enroll in class?

- Classes are available for registration through Workday Learning.

### Who do I contact if I have questions?

- If you have questions regarding leadership development courses or programs, please contact [lead@wellstar.org](mailto:lead@wellstar.org) and a team member will be happy to answer your question(s).



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

Need help with access or more information?  
Email: [lead@wellstar.org](mailto:lead@wellstar.org)

## Policy



### What is the “No Show” Policy?

**“No-Shows”** – Team members or leaders who neither decline, drop, nor notify LD of their intended absence.

Participants who miss a scheduled training without dropping the class in Workday Learning or notifying [lead@wellstar.org](mailto:lead@wellstar.org) will be considered a “no-show,” marked as “did not attend,” and required to obtain manager approval to re-enroll in the class.

**NOTE:** No-shows for courses requiring pre-purchased licenses (e.g. Crucial Conversations) will incur a \$250 learning fee charged to the participant’s cost center.

### What is the “Cancellation” Policy?

**“Cancellations”** (drop / unenroll) – Team members or leaders who have enrolled in a course but choose to drop or unenroll prior to the start of the class.

Participants must drop or unenroll from classes in Workday Learning at least three (3) days before the scheduled training to allow Leadership Development to invite others and avoid extra costs. Cancellations after this deadline, due to extenuating circumstances, require prompt notification to [lead@wellstar.org](mailto:lead@wellstar.org) to prevent a cost-center learning fee and/or a manager’s approval for re-enrolling.

**NOTE:** Individual contributors must obtain approval from their manager to drop or unenroll from a course.

### What if I failed to sign in?

**“Request for Attendance Credit”** – Team members or leaders who attended a course but failed to sign in or mark attendance.

If participants attended a course but failed to sign in, they should contact [lead@wellstar.org](mailto:lead@wellstar.org) and be prepared to verify attendance.

**IMPORTANT:** To receive credit for attending a course, you must scan the QR code during class. This ensures your attendance is recorded in Workday.



## AT A GLANCE

# Leadership Pathways

## How to Use this Catalog

Get ready to take your leadership journey to the next level! This catalog corresponds to **Wellstar's Leadership Pathways**, organized into five dynamic categories: **Aspiring Leaders**, **New Leaders**, **Operational Leaders**, **Strategic Leaders**, and **Executive Leaders**. Simply locate the pathway below or to the right of this page that matches your current leadership level, navigate to the appropriate pathway in the catalog, and dive into the recommended programs and supplemental learning to fuel your growth, development, and internal mobility here at Wellstar.

Strategic and Executive leaders are invited to explore ALL elective courses in the catalog regardless of the recommended audience. Your development, your way!



**Aspiring Leaders**  
Individual Contributors  
No Direct Reports



**New Leaders**  
Supervisor with  
Direct Reports – AVP  
Newly Hired or Recently Promoted



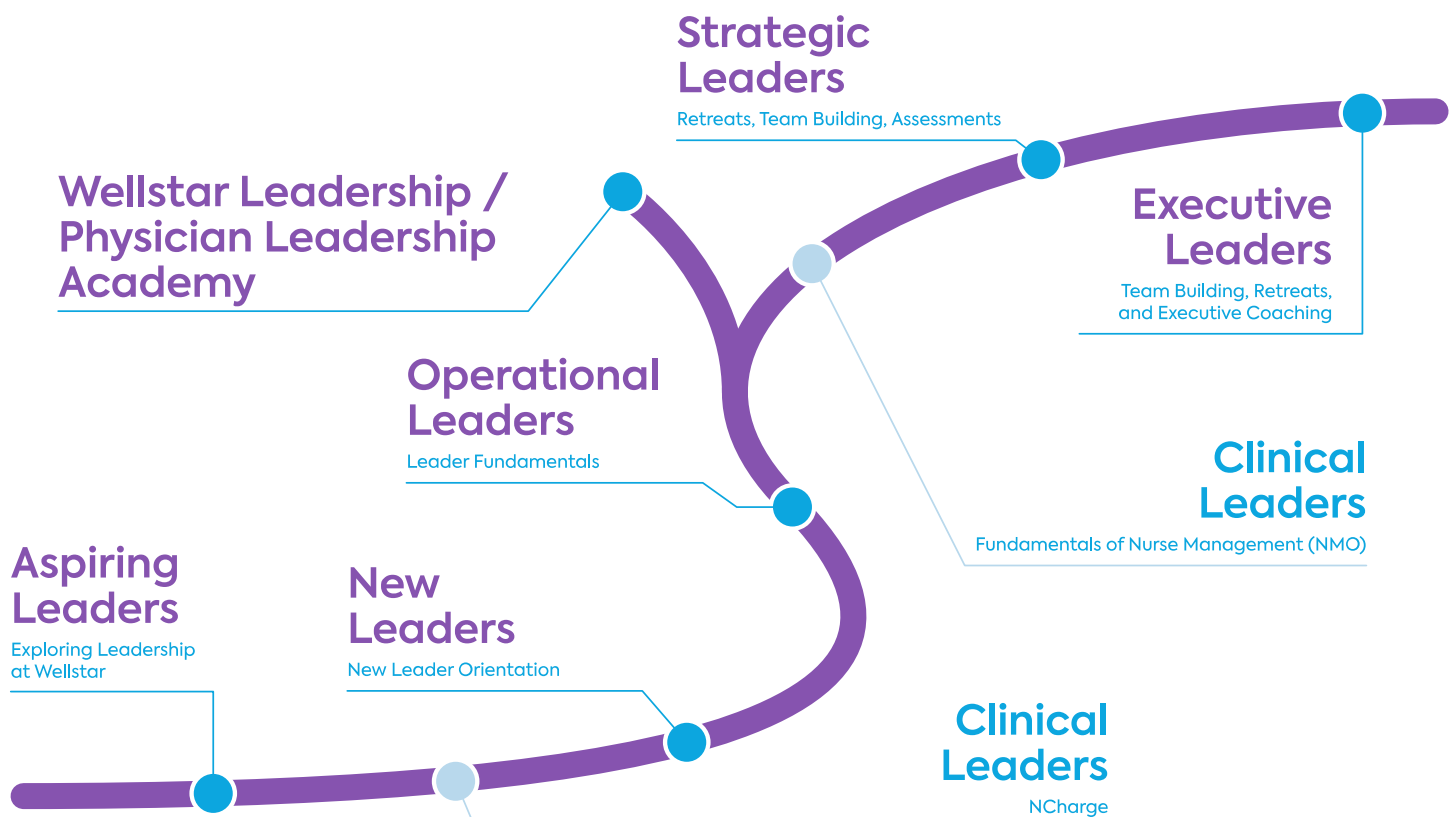
**Operational Leaders**  
Supervisor with  
Direct Reports – Director



**Strategic Leaders**  
Director – AVP



**Executive Leaders**  
VP – EVP



# AL Aspiring Leaders

## Frontline staff who desire to become a leader in the future.

Designed to provide individual contributors a guided opportunity to explore and prepare for formal leadership at Wellstar.



### Program

#### Aspiring Leaders Program

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.

#### By Application

### ADDITIONAL RECOMMENDED LEARNING: ELECTIVE COURSES

	VALUES + LEADERSHIP BEHAVIORS			FUTURE-READY SKILLS					
	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.	Adaptability	Data & AI Literacy	Strategic Foresight	Collaboration	Ethical Innovation	Human-centered Leadership
 Leading through Mission, Vision, and Values	✓	✓	✓			✓			✓
 Communicating Effectively	✓		✓	✓			✓		
 Introduction to Emotional Intelligence	✓		✓				✓		✓
 Leadership Styles: Understanding and Adapting for Success	✓		✓	✓					✓

### LINKEDIN LEARNING

- Leadership Foundations
- Leading without Formal Authority
- Leading with a Growth Mindset
- Listen to Lead
- Developing Credibility as a Leader

### STRETCH OPPORTUNITIES

- Utilize the tools on [Your Career](#) site to strengthen your position for future leadership at Wellstar
- Volunteer to lead or play an active part in leading a department/unit project
- Pursue additional professional certifications or education that will position you for leadership

### NURSING ONLY



**NCharge Program**  
[Critical Thinking | Supervisory Skills](#)  
[Charge Nurse Fundamentals |](#)  
[Facilitating Interprofessional Teams](#)  
 For: Leads, PFCs, and Charge RNs

For information about the **Aspiring Leaders Program** or to learn more about the application process, please go to [leadershipwellstar.com](https://leadershipwellstar.com)

### PROVIDER ONLY



**PLEx Program**

**Disclaimer:** Completion of the Aspiring Leaders Pathway does not guarantee a leadership position. Completion of this Pathway only serves to meet the essential requirements for leadership at Wellstar.



### ASPIRING LEADERS PROGRAM (AL)

**Recommended For:** Individual Contributors with 2+ years of Wellstar experience

**Time Commitment:** 5 Weeks

In this program, participants will be introduced to basic leadership concepts and what it means to be a leader at Wellstar. Participants will discover the importance of having a growth mindset, knowing their own strengths, values, and purpose for pursuing leadership at Wellstar. Participants will have the opportunity to consider their 'why' in pursuing leadership and to set professional goals and create a development plan for future growth at Wellstar.

#### Objectives:

- Articulate a definition of leadership and introduce leadership at Wellstar.
- Identify key leadership styles and how to create upward momentum in work area.
- Identify right and wrong reasons for moving into leadership.
- Set SMART goals for personal growth and development.
- Locate and utilize WHS Career Development resources for future growth at Wellstar.
- Learn how to confidently approach and ask a manager for additional responsibility.

**CNE Credits:** 17 Contact Hours



I have been looking into furthering my education. I loved the program! It was very inspiring and has inspired me to go back to school.

**Inspired**



I have become more intentional about finding growth opportunities in my current role.

**Intentional**



I learned more about my strengths as a leader and felt empowered. I was empowered enough to make a career change from social work to nursing. I will be a psychiatric nurse practitioner one day!!!

**Empowered**



### NCHARGE (CLINICAL TEAM MEMBERS)

**Recommended For:** Current, recently promoted, and newly hired Leads, Patient Flow Coordinators, and Charge RNs

**Time Commitment:** 1 day

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 experience is taught by Wellstar clinical facilitators and includes two, four-hour classes and lunch. The one day classes are **Critical Thinking for Charge Nurses** and **Supervisory Skills for Positive Outcomes**. There are also two elective classes that can be taken: **Charge Nurse Fundamentals** and **Facilitating Interprofessional Teams**.

**Objectives:**

- Build a strong nurse-leader pipeline.
- Ensure a smooth transition from peer to leader.
- Impact financial awareness and results.
- Increase nurse engagement and retention.
- Improve patient care and outcomes.

**CNE Credits:**

4 Contact Hours Per Course



### PLEx (PHYSICIANS AND ADVANCED PRACTICE PROVIDERS)

**Recommended For:** Newly hired Physicians and Advanced Practice Providers

**Time Commitment:** 1 day

The Provider Leadership Experience (PLEx) is a dynamic, one-day interactive workshop specifically created for newly hired physicians and advanced practice providers. This program integrates evidence-based research, psychometric assessments, and engaging group discussions to foster leadership growth and professional development. Through hands-on activities and collaborative learning, participants build the practical skills and confidence needed to begin their careers and lead successfully at Wellstar Health System.

**Objectives:**

- Create a community of support among newly hired Physician & APP leaders.
- Provide a foundation for and reinforce aspirational goals related to growth and development.
- Introduce concepts, skills, and resources that will support retention, quality & safety, and the patient experience at Wellstar.
- Deliver a meaningful, practical, and smooth transition into the Physician & APP's Wellstar leadership journey.

**CNE Credits:** 7 Contact Hours



### LEADING WITH MISSION, VISION, AND VALUES

**Recommended For:** Individual Contributors

**Time Commitment:** 2.5 Hours

In this course participants will learn the mission, vision, and values of Wellstar and their importance in the work that's done throughout the System. Participants will have the opportunity to interact with the mission, vision, and values and identify the ways they are lived out every day in the lives of Wellstar's team members and caregivers. Each participant will be challenged to own and embody Wellstar's mission, vision, and values in the work they perform each day.

**Objectives:**

- Define how mission, vision, and values are used in organizations.
- Identify how our mission, vision, and values are being lived every day at Wellstar.
- Clarify how you can lead toward Wellstar's mission, vision, and values every day on your team.

**CNE Credits:** 2.5 Contact Hours



### COMMUNICATING EFFECTIVELY: ENSURING CLARITY, COMPATIBILITY, AND TEAM COHESION (NEW)

**Recommended For:** Individual Contributors

**Time Commitment:** 3 Hours

In today's dynamic workplace, effective communication is the cornerstone of success, not only for individual achievement, but for the cohesiveness and productivity of teams. "Communicating Effectively: Ensuring Clarity, Compatibility and Team Cohesion" is a comprehensive training experience designed to equip participants with practical skills and tested principles to foster clear, compatible, and collaborative exchanges in diverse environments.

**Objectives:**

- Enhance verbal and non-verbal communication skills to ensure messages are clear and well-understood.
- Develop active listening techniques that encourage open dialogue and genuine understanding.
- Identify and adapt to diverse communication styles for greater compatibility and conflict reduction.
- Apply key principles and communication best practices to real-world scenarios.
- Promote team cohesion by fostering an environment of trust, respect, and shared purpose.

**CNE Credits:** 3 Contact Hours



### INTRODUCTION TO EMOTIONAL INTELLIGENCE

**Recommended For:** Individual Contributors

**Time Commitment:** 3 Hours

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.

**Objectives:**

- Identify and apply skills for handling difficult conversations.
- Consider ways we as leaders can guide difficult conversations.

**CNE Credits:** 3 Contact Hours



### LEADERSHIP STYLES: UNDERSTANDING AND ADAPTING FOR SUCCESS

**Recommended For:** Individual Contributors – Managers

**Time Commitment:** 3 Hours

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.

**Objectives:**

- Identify and apply skills for handling difficult conversations.
- Consider ways we as leaders can guide difficult conversations.

**CNE Credits:** 3 Contact Hours



# New Leaders

## Newly hired or recently promoted supervisors with direct reports through assistant vice president.

Designed to introduce new leaders to the key expectations, resources, and relationships essentials for the success at Wellstar.

### Program

#### New Leader Orientation

This program equips newly hired or promoted leaders—from supervisors with direct reports through assistant vice presidents—with the core principles of leadership at Wellstar. Participants will learn to embody our mission, vision, and values; understand the Wellstar's 5C Strategy; and navigate key systems and resources that will build skills to foster trust, engagement, and team well-being while supporting growth with confidence.

#### Assigned

#### ADDITIONAL RECOMMENDED LEARNING: ELECTIVE COURSES



Leading through  
Mission, Vision, and Values



Crucial Conversations

#### VALUES + LEADERSHIP BEHAVIORS

<b>We serve with compassion.</b> Connect with purpose. Care and support.	<b>We pursue excellence.</b> Take responsibility. Explore with curiosity.	<b>We honor every voice.</b> Welcome and include. Collaborate and celebrate.
✓	✓	✓
✓	✓	✓

#### FUTURE-READY SKILLS

<b>Adaptability</b>	<b>Data &amp; AI Literacy</b>	<b>Strategic Foresight</b>	<b>Collaboration</b>	<b>Ethical Innovation</b>	<b>Human-centered Leadership</b>
		✓			✓
✓				✓	

#### LINKEDIN LEARNING

- Creating Your Personal Brand
- Trust: The Language Of Leadership
- Leading With A Growth Mindset
- Strengths-Based Approach To Managing Your Team
- Developing Leadership Presence

#### STRETCH OPPORTUNITIES

- Familiarize yourself with Wellstar's Wellness programs
- Set up early and open lines of communication with your team
- Commit to memory and practice Wellstar's leader behaviors
- Join a BRG (Business Resource Group)
- Volunteer to serve on a committee

#### PODCAST LEARNING



##### Future Ready Learning Series

- Podcast series
- Begin your AI learning journey
- Join the AI FirstUp Channel

For information about **New Leader Orientation** or to learn more about your leadership journey at Wellstar, please go to [leadershipwellstar.com](https://leadershipwellstar.com) or contact [lead@wellstar.org](mailto:lead@wellstar.org)

#### PROVIDER ONLY



PLEx Program

**Disclaimer:** Completion of the New Leader Pathway does not imply or infer promotion readiness. It only serves to meet the essential requirements for leadership at Wellstar.





### NEW LEADER ORIENTATION (NLO)

**Recommended For:** Recently promoted and newly hired supervisors with direct reports through AVP

**Time Commitment:** 2 Days

In this program, new leaders will be introduced to what it means to lead at Wellstar and how to embody our mission, vision, and values in daily practice. Participants will explore the 5C Strategy, learn how to navigate essential systems and resources, and discover how to foster trust, engagement, and team wellbeing. Through interactive discussions and activities, leaders will gain tools to manage performance, support growth, and confidently show up as a Wellstar leader.

**Objectives:**

- Define leadership at Wellstar and the expectations of new leaders.
- Explore the 5C Strategy and how it connects to team success.
- Identify key systems and resources that support leaders and teams.
- Learn how to build trust, engagement, and accountability.
- Apply strategies for goal setting, feedback, and recognition.
- Utilize CareerCare and development resources for team growth.
- Reflect on personal leadership values and how to “show up” as a leader.



### PLEx (PHYSICIANS AND ADVANCED PRACTICE PROVIDERS)

**Recommended For:** Newly hired Physicians and Advanced Practice Providers

**Time Commitment:** 1 day

The Provider Leadership Experience (PLEx) is a dynamic, one-day interactive workshop specifically created for newly hired physicians and advanced practice providers. This program integrates evidence-based research, psychometric assessments, and engaging group discussions to foster leadership growth and professional development. Through hands-on activities and collaborative learning, participants build the practical skills and confidence needed to begin their careers and lead successfully at Wellstar Health System.

**Objectives:**

- Create a community of support among newly hired Physician & APP leaders.
- Provide a foundation for and reinforce aspirational goals related to growth and development.
- Introduce concepts, skills, and resources that will support retention, quality & safety, and the patient experience at Wellstar.
- Deliver a meaningful, practical, and smooth transition into the Physician & APP’s Wellstar leadership journey.

**CME Credits:** 8 Contact Hours



### LEADING WITH MISSION, VISION, AND VALUES

**Recommended For:** Individual Contributors and New Leaders to Wellstar

**Time Commitment:** 2.5 Hours

In this course participants will learn the mission, vision, and values of Wellstar and their importance in the work that's done throughout the System. Participants will have the opportunity to interact with the mission, vision, and values and identify the ways they are lived out every day in the lives of Wellstar's team members and caregivers. Each participant will be challenged to own and embody Wellstar's mission, vision, and values in the work they perform each day.

**Objectives:**

- Define how mission, vision, and values are used in organizations.
- Identify how our mission, vision, and values are being lived every day at Wellstar.
- Clarify how you can lead toward Wellstar's mission, vision, and values every day on your team.

**CNE Credits:** 2.5 Contact Hours



### CRUCIAL CONVERSATIONS

**Recommended For:** Supervisors with direct reports through AVPs

**Time Commitment:** 2 days (in-person)

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.

**Objectives:**

- Learn the key concepts and strategies for handling high-stakes conversations.
- Develop the ability to stay calm, maintain control, and communicate effectively when faced with difficult or emotionally charged situations.
- Strengthen active listening skills to understand different perspectives and promote mutual respect.
- Discover tools necessary for managing conflict, addressing misunderstandings, and fostering collaborative problem-solving.
- Increase self-assurance in approaching and leading critical discussions that involve disagreement, discomfort, and/or resistance.

**CNE Credits:** 12 Contact Hours



# Operational Leaders

## Current, newly hired or recently promoted Assistant Managers through Assistant Vice Presidents.

Designed to equip operational leaders with core leadership skills and provide practical tools, strategies, and insights to support each leaders' effectiveness.

### Program

#### Leader Fundamentals

This program is a dynamic series of six two-hour sessions designed to equip Wellstar's frontline leaders, from supervisors with direct reports through assistant vice presidents, with essential skills for success at Wellstar.

Assigned

#### ADDITIONAL RECOMMENDED LEARNING: ELECTIVE COURSES

	VALUES + LEADERSHIP BEHAVIORS			FUTURE-READY SKILLS					
	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.	Adaptability	Data & AI Literacy	Strategic Foresight	Collaboration	Ethical Innovation	Human-centered Leadership
Crucial Conversations	✓	✓	✓	✓			✓		
Compassionate Leadership	✓	✓	✓	✓		✓			✓
Introduction to Strategic Thinking		✓				✓		✓	
Leadership Styles: Understanding and Adapting for Success	✓		✓	✓			✓		✓
Strengths-Based Leadership		✓	✓	✓					

#### LINKEDIN LEARNING

- Leadership Foundations
- Developing Credibility As A Leader
- Finding Your Leadership Vocabulary
- Trust: The Language Of Leadership
- Leadership Skills For The Future

#### STRETCH OPPORTUNITIES

- Lead a BRG
- Serve or lead on a committee
- Volunteer to be a mentor, coach, or preceptor
- Serve on a council
- Lead a community service project

#### PODCAST LEARNING



##### Future Ready Learning Series

- Podcast series
- Begin your AI learning journey
- Join the AI FirstUp Channel

For information about **Leader Fundamentals** or to learn more about your leadership journey at Wellstar, please go to [leadershipwellstar.com](https://leadershipwellstar.com) or contact [lead@wellstar.org](mailto:lead@wellstar.org)

#### NURSING ONLY



**Fundamentals of Nurse Management Program**  
ANM - Nurse Manager

**Disclaimer:** Completion of the Operational Leader Pathway does not imply or infer promotion readiness. It only serves to meet the essential requirements for leadership at Wellstar.



### LEADER FUNDAMENTALS PROGRAM (LF)

**Recommended For:** Supervisors with direct reports through AVPs

**Time Commitment:** 2 Days

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.

#### Courses:

- Trust and Leading with Emotional Intelligence
- Leading Change
- Leadership Conversations
- Leading with Accountability
- Team Member Growth and Development
- Leading Inclusively

#### Objectives:

- Build Strong, Confident Leaders Equipped with Essential Skills.
- Strengthen Leadership Judgment and Self-Awareness.
- Elevate Team Performance, Engagement, and Connection.
- Create Consistency in Leadership Practices Across the System.
- Increase Accessibility, Efficiency, and Completion Through Streamlined Learning.

**CNE Credits:** 2 Contact Hours Per Session (12 hours for completed program)



### FOR CLINICAL LEADERS FUNDAMENTALS OF NURSE MANAGEMENT

**Recommended For:** Assistant Nurse Managers through Nurse Manager

**Time Commitment:** 3 Months

Fundamentals of Nurse Management 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 builds critical skills in human resource management, financial management, quality and safety and leadership while reinforcing our commitment to diversity, equity and inclusion.

#### Objectives:

- Build a network to support personal growth and development as a manager.
- Develop confidence to anticipate and facilitate change.
- Identify staff needs and learn how to manage their goals and expectations.
- Promote a safe and healthy work environment.
- Manage a budget to meet the needs of various patient populations and appropriately staff the unit.

**CNE Credits:** 14 Contact Hours



### CRUCIAL CONVERSATIONS

**Recommended For:** Supervisors with direct reports through AVPs

**Time Commitment:** 2 Days (In-Person)

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

**Objectives:**

- Learn the key concepts and strategies for handling high-stakes conversations.
- Develop the ability to stay calm, maintain control, and communicate effectively when faced with difficult or emotionally charged situations.
- Strengthen active listening skills to understand different perspectives and promote mutual respect.
- Discover tools necessary for managing conflict, addressing misunderstandings, and fostering collaborative problem-solving.
- Increase self-assurance in approaching and leading critical discussions that involve disagreement, discomfort, and/or resistance.

**CNE Credits:** 12 Contact Hours



### COMPASSIONATE LEADERSHIP

**Recommended For:** Supervisors with direct reports through AVPs

**Time Commitment:** 3 Hours

Compassionate Leadership invites participants to explore presence, empathy, and self-regulation as core capacities for effective leadership. Grounded in trauma-sensitive and human-centered principles, this session helps leaders understand how a regulated and centered presence strengthens trust, psychological safety, and team resilience. Participants will leave with practical tools for leading with greater awareness, humanity, and steadiness, so that compassion becomes not just a value, but a daily leadership practice.

**Objectives:**

Through a blend of reflection, experiential learning, and guided practice, leaders will learn to:

- Cultivate calm authority and grounded presence through regulation practices that enhance clarity and connection.
- Develop a trauma-sensitive lens for recognizing stress cues and responding to self and others with empathy and discernment.
- Translate compassion into action by building trust, fostering psychological safety, and shaping cultures where people thrive.

**CNE Credits:** 3 Contact Hours



### INTRODUCTION TO STRATEGIC THINKING

**Recommended For:** Managers through AVPs

**Time Commitment:** 4 Hours

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!

**Objectives:**

- Recognize how their role fits into the broader organizational strategy.
- Engage key stakeholders to gain buy-in and drive initiatives forward.
- Build and communicate strategic plans with clarity and purpose.
- Shift from reactive to proactive thinking, making better long-term decisions.

**CNE Credits:** 4 Contact Hours



### LEADERSHIP STYLES: UNDERSTANDING AND ADAPTING FOR SUCCESS

**Recommended For:** Individual Contributors through Managers

**Time Commitment:** 3 Hours

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.

**Objectives:**

- Explain what a Leadership Style is.
- State the four primary leadership styles of leaders.
- Match the appropriate leadership style with those you lead.
- Identify your preferred leadership style.

**CNE Credits:** 3 Contact Hours



### STRENGTHS-BASED LEADERSHIP

**Recommended For:** Supervisors through AVPs

**Time Commitment:** 3 Hours

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

#### Objectives:

- Learn the foundations and history of CliftonStrengths and positive psychology.
- Identify the business case for working within our Strengths.
- Deepen awareness of personal Strengths and how best to utilize them.
- Devise a plan to lean into their Strengths to be more effective leaders for their teams.
- Identify a current team challenge and leverage their personal Strengths to address it.

**CNE Credits:** 3 Contact Hours

#### Leader Fundamental Testimonials



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



Great program for leaders to build skills. Course content was amazing.



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



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.





# Strategic Leaders

## Current, newly hired or recently promoted Directors, Executive Directors and Assistant Vice Presidents.

Designed to equip strategic leaders through focused team-building, award-winning leadership development, and peer networking.

### Programs

#### AVP | Exec. Director | Director Retreats

These cohort-based retreats encourage skill-building, strategic thought, and relationship-building.

By Invitation

#### Wellstar Leadership Academy






This executive leadership program is delivered in partnership with Kennesaw State University's Michael J. Coles College of Business.

By Nomination

#### 1:1 Growth & Development Coaching

By Invitation

### ADDITIONAL RECOMMENDED LEARNING: ELECTIVE COURSES

		VALUES + LEADERSHIP BEHAVIORS			FUTURE-READY SKILLS				
		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.	Adaptability	Data & AI Literacy	Strategic Foresight	Collaboration	Ethical Innovation
	Crucial Conversations	✓	✓	✓	✓			✓	
	Compassionate Leadership	✓	✓	✓			✓		✓
	Introduction to Strategic Thinking		✓	✓			✓		
	Leadership Styles: Understanding and Adapting for Success	✓		✓	✓			✓	
	Strengths-Based Leadership		✓	✓	✓			✓	✓

### LINKEDIN LEARNING

- Strategic Thinking
- How to Make Strategic Thinking a Habit
- Systems Thinking
- Strategic Communication for Leaders
- Leading Like A Futurist



### STRETCH OPPORTUNITIES

- Lead a new project or system initiative
- Volunteer to serve or lead a committee
- Launch or lead a Community of Practice
- Lead a community service project or initiative



### PODCAST LEARNING



#### Future Ready Learning Series

- Podcast Series
- Begin Your AI Learning Journey
- Join the AI FirstUp Channel

For information about **Director-AVP Retreats** or to learn more about your leadership journey at Wellstar, please go to [leadershipwellstar.com](https://leadershipwellstar.com) or contact [lead@wellstar.org](mailto:lead@wellstar.org)

**Disclaimer:** Completion of the Strategic Leader Pathway does not imply or infer promotion readiness. It only serves to meet the essential requirements for leadership at Wellstar.



### ED/AVP AND DIRECTOR RETREATS

**Recommended For:** Directors, Executive Directors, and AVPs

**Time Commitment:** 1 Day

The ED/AVP Leadership Retreats are immersive development experiences designed to build the capacity of Wellstar leaders with the skills and practices required to navigate the complexity of modern healthcare. These retreats provide space for leaders to step out of day-to-day demands and engage in intentional learning, strategic reflection, and collaborative problem-solving. Each retreat centers the belief that future-ready leadership is not simply a set of technical competencies but a posture of adaptability, empathy, alignment, and collective responsibility.

#### Objectives:

- Cultivate a shared leadership mindset that aligns ED/AVP leaders with Wellstar's strategic direction, mission, values.
- Build stronger cross-functional collaboration by fostering trust, transparency, and systems-level thinking across service lines and regions.
- Deepen leaders' ability to translate strategy into action through practical tools, scenario challenges, and collaborative design sessions.



### WELLSTAR LEADERSHIP ACADEMY AND PHYSICIAN LEADERSHIP ACADEMY (WLA/PLA)

**Recommended For:** High-performing Managers through AVPs (WLA);

Physicians and APPs currently serving in or being considered for future leadership roles (PLA)

**Time Commitment:** 9 months (1 6-hour session per month)

**Selection:** Participants must be nominated for WLA/PLA by Wellstar's executive leadership team

Wellstar Leadership and Physician Leadership Academy (WLA/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 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

#### Objectives:

- Assume greater responsibility on their leadership teams.
- Lead their teams more effectively.
- Develop and foster cross-functional knowledge, networks and relationships.
- Deliver a Caregiver Action Learning (CAL) Project that addresses a system-wide business challenge.

**CNE Credits:** 64 Contact Hours



### 1:1 GROWTH AND DEVELOPMENT COACHING

**Recommended For:** Directors and Above

**Time Commitment:** 3 Months

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.

#### Objectives:

- Equip leaders with core coaching skills active listening, inquiry, feedback, and goal-setting to enhance team engagement and performance.
- Strengthen relational leadership behaviors that align with Wellstar's "Connect with Purpose," "Care & Support," and "Explore with Curiosity" standards.
- Increase employee satisfaction and reduce burnout by equipping leaders with tools for resilience-building and supportive conversations.
- Guide leaders in facilitating meaningful development conversations that help team members clarify goals and navigate internal career pathways.
- Provide tools, resources, and communities of practice that sustain coaching development beyond the program experience.
- Reinforce a growth mindset and continuous learning culture across the leadership continuum.



### CRUCIAL CONVERSATIONS

**Recommended For:** Supervisors with direct reports through AVPs

**Time Commitment:** 2 Days (In-Person)

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

**Objectives:**

- Learn the key concepts and strategies for handling high-stakes conversations.
- Develop the ability to stay calm, maintain control, and communicate effectively when faced with difficult or emotionally charged situations.
- Strengthen active listening skills to understand different perspectives and promote mutual respect.
- Discover tools necessary for managing conflict, addressing misunderstandings, and fostering collaborative problem-solving.
- Increase self-assurance in approaching and leading critical discussions that involve disagreement, discomfort, and/or resistance.

**CNE Credits:** 12 Contact Hours



### COMPASSIONATE LEADERSHIP

**Recommended For:** Supervisors with direct reports through AVPs

**Time Commitment:** 3 Hours

Compassionate Leadership invites participants to explore presence, empathy, and self-regulation as core capacities for effective leadership. Grounded in trauma-sensitive and human-centered principles, this session helps leaders understand how a regulated and centered presence strengthens trust, psychological safety, and team resilience. Participants will leave with practical tools for leading with greater awareness, humanity, and steadiness, so that compassion becomes not just a value, but a daily leadership practice.

**Objectives:**

Through a blend of reflection, experiential learning, and guided practice, leaders will learn to:

- Cultivate calm authority and grounded presence through regulation practices that enhance clarity and connection.
- Develop a trauma-sensitive lens for recognizing stress cues and responding to self and others with empathy and discernment.
- Translate compassion into action by building trust, fostering psychological safety, and shaping cultures where people thrive.

**CNE Credits:** 3 Contact Hours



### INTRODUCTION TO STRATEGIC THINKING

**Recommended For:** Managers through AVPs

**Time Commitment:** 4 Hours

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!

**Objectives:**

- Recognize how their role fits into the broader organizational strategy
- Engage key stakeholders to gain buy-in and drive initiatives forward
- Build and communicate strategic plans with clarity and purpose
- Shift from reactive to proactive thinking, making better long-term decisions

**CNE Credits:** 4 Contact Hours



### LEADERSHIP STYLES: UNDERSTANDING AND ADAPTING FOR SUCCESS

**Recommended For:** Individual Contributors through Managers

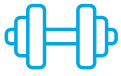
**Time Commitment:** 3 Hours

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.

**Objectives:**

- Explain what a Leadership Style is
- State the four primary leadership styles of leaders
- Match the appropriate leadership style with those you lead
- Identify your preferred leadership style

**CNE Credits:** 3 Contact Hours



### STRENGTHS-BASED LEADERSHIP

**Recommended For:** Assistant Managers through AVPs

**Time Commitment:** 3 Hours

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

**Objectives:**

- Learn the foundations and history of CliftonStrengths and positive psychology
- Identify the business case for working within our Strengths
- Deepen awareness of personal Strengths and how best to utilize them
- Devise a plan to lean into their Strengths to be more effective leaders for their teams
- Identify a current team challenge and leverage their personal Strengths to address it

**CNE Credits:** 3 Contact Hours

## LEADER DEVELOPMENT OPTIONS

# Virtual and In-Person Elective Courses

**Elective courses** are available throughout the year to support your ongoing growth and development. You may enroll in an individual course without active participation in a leadership pathway. If you're interested, be sure to register soon in Workday, as classes fill quickly.



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



### CHARGE NURSE LEADERSHIP FUNDAMENTALS (NEW)

Charge Nurse Leadership Fundamentals helps nurses transition from staff to charge nurse by enhancing leadership skills and understanding key responsibilities. Participants will develop strategies to improve unit performance, create an action plan to address challenges, and explore the impact of value-based purchasing on patient care and finances.

**Recommended For:** Leads, Patient Flow Coordinators, and Charge RNs

**Time Commitment:** 4 Hours **CNE Credits:** 4 Contact Hours



### COMPASSIONATE LEADERSHIP (NEW)

Compassionate Leadership invites participants to explore presence, empathy, and self-regulation as core capacities for effective leadership. Grounded in trauma-sensitive and human-centered principles, this session helps leaders understand how a regulated and centered presence strengthens trust, psychological safety, and team resilience.

**Recommended For:** Supervisors – Assistant VPs

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



### COMMUNICATING EFFECTIVELY: ENSURING CLARITY, COMPATIBILITY, AND TEAM COHESION (NEW)

In today's dynamic workplace, effective communication is the cornerstone of success, not only for individual achievement, but for the cohesiveness and productivity of teams. "Communicating Effectively: Ensuring Clarity, Compatibility, and Team Cohesion" is a comprehensive training experience designed to equip participants with practical skills and tested principles to foster clear, compatible, and collaborative exchanges in diverse environments.

**Recommended For:** Individual Contributors

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





## 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 through AVPs

**Time Commitment:** 2 Days (In-Person) **CNE Credits:** 12 Contact Hours



## FACILITATING INTERPROFESSIONAL TEAMS (NEW)

Facilitating Interprofessional Teams explores the diversity of clinical and non-clinical team members who must collaborate to improve transitions of care. Participants will examine their personal tendencies as both team leaders and members to foster positive collaboration, while learning to identify behaviors that build or damage trust. The course emphasizes skill communication and promotes effective interprofessional teamwork through the GRIP model.

**Recommended For:** Leads, Patient Flow Coordinators, and Charge RNs

**Time Commitment:** 4 Hours **CNE Credits:** 4 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:** 3 Hours **CNE Credits:** 3 Contact Hours



## INTRODUCTION TO STRATEGIC THINKING

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 through AVPs

**Time Commitment:** 4 Hours **CNE Credits:** 4 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:** 2.5 Hours **CNE Credits:** 2.5 Contact Hours



## LEADERSHIP STYLES: UNDERSTANDING AND ADAPTING FOR SUCCESS

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 through Managers

**Time Commitment:** 3 Hours **CNE Credits:** 3 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 through AVPs

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



## WELLSTAR LEADERSHIP ACADEMY AND PHYSICIAN LEADERSHIP ACADEMY (WLA/PLA)

Wellstar Leadership and Physician Leadership Academy (WLA/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 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:** High-performing Managers through AVPs (WLA);

Physicians and APPs currently serving in or being considered for future leadership roles (PLA)

**Time Commitment:** 9 months (1 6-hour session per month)

**Selection:** Participants must be nominated for WLA/PLA by Wellstar's executive leadership team

## LEADER RESOURCES

# LinkedIn Learning Courses

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

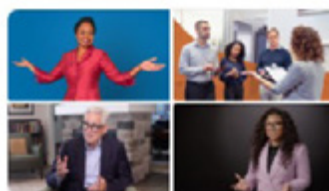
## LEADER PATHWAY COLLECTIONS



Wellstar: Aspiring Leaders



Wellstar: New Leaders



Wellstar: Operational Leaders



Wellstar: Strategic Leaders

## CHECK OUT THESE WELLSTAR LEARNING COLLECTIONS ON LINKEDIN

Leadership Styles  
Navigating from Peer to Leader  
Strategic Thinking  
Communication Foundations  
Emotional Intelligence at Work

Leadership: Individual Development Plans  
Leadership: Performance Review Discussions  
Leadership: Leading a Remote Team  
Frontline Leader: Key Management Skills  
Giving and Receiving Feedback

## THREE WAYS TO LOGIN FROM LINKEDIN LEARNING

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

The screenshot shows the LinkedIn Learning 'Sign In' page. It prompts the user to sign in using the same email address they use for LinkedIn.com or their organization's email. There is an 'Email' input field, a 'Continue' button, and links for 'Sign in with your library card' and '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**.

The screenshot shows the LinkedIn Learning sign-in page where it's confirmed the account is connected to a personal LinkedIn profile. It asks the user to enter their LinkedIn password. There is a 'Use your LinkedIn password' input field, a 'Show' link, a 'Continue' button, and a 'Forgot password?' link.

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**

The screenshot shows the LinkedIn Learning sign-in page with a lock icon and a message stating 'Wellstar Health System requires you to sign in with Single Sign-On'. There is a 'Sign in with Single Sign-On' button, a link for 'Don't work here anymore?', and a link for '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.

- **NEW:** Disruption to Dialogue: A Compassionate Path to Repairing Trust
- **NEW:** Navigating Burnout and Compassion Fatigue
- 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
- Boosting Your Resilience at Work
- Accountability: Building a Culture of Ownership
- Collaborative Influence: Shaping Outcomes Together

For more information, please contact Wellstar Leadership Development at [lead@wellstar.org](mailto: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.

