



# Northern Leadership Academy

Class of 2024

## Program Overview

**Program Dates:** January – July 2023

**Graduation:** August

**Course Meeting Times:** One 2 Hour Session Weekly – Tuesdays 1 p.m. – 3 p.m. (subject to change)

**Purpose:**

A simple definition of leadership is the art of motivating a group of people to act toward achieving a common goal. The objective of the Northern Leadership Academy is to identify and foster emerging leaders within the entire Northern Regional Hospital System (“Northern”) and encourage leaders to reach their potential while making the connection between professional and individual contributions within the greater organizational mission.

**Number of Participants:** Number of participants accepted into the program will be determined during the interview selection process.

**Summary of Learning Opportunities**

- Weekly Class Session
- Book Review and Journals
- Personal Financial Management and Stress Management
- Shadow Members of Northern Leadership Team
- Mentorship with Member of Northern Executive Team
- Team Case Study Presentation
- Legislative Field Trip to Raleigh, NC
- Potential Legislative Field Trip to Washington, D.C.
- City/Town Council and/or County Commissioners/Board of Supervisors Meetings

## **Description of Learning Opportunities**

### ***Welcome and Orientation***

Program Orientation will include luncheon session with Executive Leadership Team. Participants will be prepared to present a brief written overview of their job and responsibilities within Northern and discuss their goals and expectations of participating in the Northern Leadership Academy.

### ***Recognition***

Participants will be recognized at the January Board of Trustees Meeting and at the January Leadership Team Meeting.

### ***Class Session Attendance***

Participants will attend sessions weekly. Class sessions will be led by members of the Executive Team, Leadership Team, and community leaders. Participants will learn effective leadership skills as well as the organizational structure of Northern. Each participant will enjoy the opportunity and great learning process by active involvement in discussions.

### ***Legislative Trips***

Raleigh, N.C. Legislative Field Trip: Date TBD

### ***Mentorship with Member of Northern Leadership Team***

Each participant will be matched with a Leadership Mentor who will provide coaching as well as exposure to strategic departmental and organizational goals. The mentor will serve as a support and advocate during the Academy experience.

### ***Case Study***

Team Case Study: Participants will have the opportunity to identify an area of need within Northern, research, and work collaboratively to present a Case Study for approval of the Executive Team for potential implementation. Topics will be approved by the Leadership Mentor. Presentation will be at the graduation ceremony.

### ***Shadowing***

Participants will have the opportunity to shadow two Northern leaders. A total minimum of 16 hours is expected. Participants will write a short report on the insights gained through their shadowing experience. The essay will focus on the perception of the activities of the department and its contribution to the organization, how that department impacts healthcare, and the leadership style observed. Shadowing activity will be completed by early May, with a presentation to be submitted on the collective experience.

### ***City/Town and County Leadership Meetings***

Participants will attend a City/Town Council and/or County Commissioners/Board of Supervisors meetings and report on their experience during the weekly session following attendance.

### ***Book Review***

Participants will read a book on Leadership and will engage in a roundtable discussion of the book in late March/early April.

### ***Journal***

Participants will keep a Journal and document leadership moments. The Journal is a scrapbook of leadership observations. Participants may also find it helpful to record other leadership examples observed or read about pertaining to participant's areas of focus. Periodically participants will be asked to present some of the journal entries to the group. Entries should be made weekly.

### ***Graduation***

Participants successfully completing the Northern Leadership Academy will be recognized at a ceremony in June and will receive certificates of achievement. Graduates will be recognized by the Northern Executive Team, Northern Board of Trustees, and will be presented a gesture of appreciation along with their name inscribed on a Northern Leadership Academy plaque. This plaque will be prominently displayed within the Northern facility.