

Lumsden Leadership Academy
Class of 2025
Program Overview

Program Dates: January 2025 – August 2025

Graduation: August

Course Meeting Times: One 1.5 Hour Session Weekly or Bi weekly – Tuesdays 1:30 p.m. – 3 p.m.
(times and day are 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 or Bi-weekly Class Session
- Book Review
- Personal Financial Management and Stress Management
- Shadow Members of Northern Leadership Team
- Mentorship with Member of Northern Executive Team
- Cost Saving Opportunities
- Local and State government discussions/meetings

Description of Learning Opportunities

Welcome and Orientation

Program Orientation will include luncheon session. 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 February Board of Trustees Meeting and at the February Leadership Team Meeting.

Class Session Attendance

Participants will attend sessions weekly or Bi-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.

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.

Cost Saving Opportunity

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

Shadowing

Participants will have the opportunity to shadow Northern leaders. A total minimum of 20 hours is expected. While you shadow other Northern leaders, please take notes related to your experience that may relate back to your cost saving opportunity related to a specific 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.

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.

Graduation

Participants successfully completing the Northern Leadership Academy will be recognized at a ceremony in the 4th quarter and will receive certificates of achievement. Graduates will be recognized by the Northern Executive Team, Northern Board of Trustees, and will be presented with a gesture of appreciation along with their name inscribed on a Lumsden Leadership Academy plaque. This plaque will be prominently displayed within the Northern facility.