Emerging Leadership Institute | Program Overview

Background: Risk of Losing Top Talent
- Replacing talented workers can average 2 ½ times their salary.
- A typical US company spends 50x more on recruiting a manager than on their annual training.
- People are most attracted to jobs they know offer opportunities for personal and professional advancement and will leave an organization if not "moving."
- 48% of employees listed "learning and development" and "career growth" as a reason to stay with an organization and desire the recognition for that growth and development.

Why? We want to grow our own leaders and create a talent pool of 'Emerging Leaders'
- Build our leadership bench with in-house replacement for leadership positions.
- Identify and retain high potential key talent identified through development.
- Ensure continuity of our health system's strategy, culture and a set of values.
- Send a positive message throughout the workforce that there are growth opportunities.

Who? Identifying Top Performers - High Potentials
- Talented in their job role
- Keen to pursue leadership opportunities
- On board with organization's culture
- Empathetic and emotionally intelligent
- Calm under pressure
- Collaborative/team focused
- Takes initiative and works autonomously
- Trusted and respected by their colleagues
- Open about their personal career goals
- Open to feedback and adjusts performance
- Willing to take on more responsibilities
- Motivated to develop new skills
- Interested in the future success of the organization

How? The Process
1. Identify high potential candidates in your area and discuss your and their desire to participate.
   - Applicant should have 6 months with EHS and be in good standing within the organization.
   - Applicant should have a 2-year degree minimum.
   - Applicant should be a **potential** leader or a newly promoted **entry** leader (i.e. Team Lead; Supervisor; Sr. Coord/Spec/Analyst role; Charge Nurse; CSL).
   - *True managers* and up will not be accepted – the *New Leadership Institute* and *Operational Leadership Institute* is designed for these leaders.
2. Both applicant and managing leader completes [online application/recommendation](#) process within SurveyMonkey when applications open (approximately 1.5 months prior to cohort starting).
3. Up to 20 selected applicants will be notified of acceptance at least 3 weeks prior to the start of the program.
4. Emerging Leaders participate in monthly half-day seminars and do assignments.
5. Cohorts: Biannually, January – June and July – December.

What? The Program
- 6–month program (refer to current syllabus for schedule)
  - Month 1: Understanding Personalities
  - Month 2: Leadership Character/Lead Yourself
  - Month 3: Leadership Skills/Lead Others
  - Month 4: Quality Improvement/Project Intro
  - Month 5: EQ and Conflict Resolution
  - Month 6: Fireside Chat with Chief/ Graduation
- Monthly LinkedIn Learning Courses/Reflection & Application Homework Assignments
- Program Group QI Project Assignment
- Program Leadership Forum Mentoring Interviews and Reflection Assignment
- End of Program Graduation Presentations at Leadership Forum