



**OhioHealth**  
BELIEVE IN WE™

# Leadership Development Initiative (LDI) Curriculum

## Overview of Residential Course 1

### Theme: Developing 'self' as Leader

Few of us have had the opportunity to consider Leadership as a discrete area of study, skill set or practice. Leaders have a big impact on the people around them. Leaders influence others, and that influence can be powerful and positive, or not. To become a leader who brings vision, expertise, communication skills, integrity and power to his / her world requires dedicated education about leadership, and practice. Becoming a leader begins with self-development. Leadership development is self-development.

The first weeklong Residential Course (RC1) focuses on developing 'self' as a Leader. Because self-development requires self-awareness, a number of personal awareness and circumstances inventories are completed before RC1 begins, and are reviewed together during the Course.

### Pre-course Work:

- Myers-Briggs Type Indicator (MBTI)
- Leadership Practices Inventory (LPI® - Self)
- Leadership attitudes and skills inventories
- Draft Individual Development Plan (IDP)
- Situation analyses (organization and country)
- Personal SWOT (Strengths, Weakness, Opportunities, Threats)

### Key Topics in RC1:

- Leadership Frameworks
- Time management / Self-Management
- Presentation and Facilitation Skills
- Mentoring Relationship
- Resource Management
- Application of MBTI
- Unpacking the LPI® - Self
- Change Management
- Self-Care Through Activities:

### Through Activities:

Development of the Individual Development Plans (IDP)

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The content of RC1 is woven together to facilitate the development of a clear IDP that will guide the Leader for the months and years to come. The principal components of the IDP include designing activities that will 1) give opportunity to learn leadership skills, 2) advance palliative care in the home context, 3) create opportunities for the Leader to practice leadership skills and 4) build resource management skills. At the end of the week, each Leader will present a key activity or goal from their IDP to the LDI community. This formal presentation is to be action-oriented, detailing ideas to learn or practice leadership skills, including a realistic sequence of 'next steps' and a timeline to advance palliative care locally.

### Mentor Relationship

A unique and powerful component of LDI is that each Leader is partnered with a global palliative care expert. Building trust and communication skills serves to begin the formation and growing process of a mentor-mentee relationship that will mature over the next 2 years, (and beyond). Throughout LDI, communication between the mentor and mentee is scheduled and evaluated so to foster deepening skill and accomplishment.

### Intra-session Activities

In order to understand the complexity of LDI, sufficient time is given to review the detailed Guidelines and Worksheets that lead to successful completion of the overall goals of LDI; to "grow global leaders... advance palliative care" through skill-building and mentorship. Activities to keep leaders engaged, growing and connected are emphasized and include:

- Phone calls with Mentors every 2 months
- LDI Team Coaches every 3 months
- Consultative site visits by Mentors
- Reading
- Webinars
- Videos
- Monthly reflections
- Personal stories
- Publications