



OhioHealth
BELIEVE IN WE™

Leadership Development Initiative (LDI) Curriculum

Overview of Residential Course 2

Theme: Leading within your Circle of Influence

The focus of this second Residential Course (RC2) is to develop core skills, particularly with a vision toward ‘leading beyond self’ while staying within your *Circle of Influence* (composed of those people or situations that can be directly influenced by you – S. Covey). Skills from RC1 that build effective self-leadership and self-awareness give credibility to the leader who wants to lead more broadly. Leading teams, constituents of your circle of influence, or advancing an organization initiative requires a different level of leadership and more nuanced communication skills. Content from RC1 (communication skills, presentation skills, change management, etc) will be intentionally advanced in RC2. Concepts and practice opportunities for new skills to facilitate leadership on a broader base will support the through-activity of the Course, Strategic Planning.

Pre-course Work:

- Kraybill Conflict Styles Inventory (KCSI)®
- Kolb Learning Styles Inventory

Key Topics in RC2:

- Kolb Learning Styles
- Presentation Skills
- Change management
- Facilitation skills
- Strategic and Business Planning
- Team building and management
- Negotiation skills
- Conflict management
- Crucial conversations
- 7 Habits (Covey)

Thought Activities:

Development of the Strategic and Business Plan

The leader, now more visible, is leading and influencing more broadly. Research consistently shows that the best leaders are those who have a vibrant vision of the future, and have a plan

to get that vision enacted. With a detailed set of worksheets to guide the process, model strategic plans will be developed to support the leader's IDP activities, in surrounding teams and within the organization.

Mentor Relationship

Relationships between the mentor, leader, and coaches of the LDI Team continue to evolve and mature. Close review of IDP activities, leadership development and strategic planning ideas are shared in preparation for the mentor visit to the Leader's work environment.

Advanced communication / presentation / facilitation skills

Leaders are expected to be skillful advocates for those who may not have a voice. To get a powerful message heard and acknowledged, it is important to know how to collaborate with the media and the camera. A variety of exercises and practice with a camera provide grounding for comfortable media engagement on the leader's home ground.

Intra-session Activities

Encouragement continues so there is 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