



OhioHealth
BELIEVE IN WE™

Leadership Development Initiative (LDI) Curriculum

Overview of Residential Course 1

Overview of Residential Course 1.

In Moore SY, Cameron-Lewis RG, Ferris FD (eds). Leadership Development Initiative Curriculum, 2014. © The Leadership Development Initiative.

ISBN: 978-0-9884318-0-5

Originally Presented by [Frank D. Ferris](#) & [Shannon Moore](#)

Permission to reproduce this Leadership Development Initiative (LDI) Curriculum module is granted for non-commercial educational purposes only, provided that the above attribution statement, copyright and ISBN are displayed.

Commercial entities presenting not-for-profit educational programs based on the LDI Curriculum must not use the LDI materials with products, images or logos from the commercial entity.

Commercial entities presenting for-profit educational programs using any part of the LDI Curriculum, must only do so with written permission from Frank D. Ferris, Director, LDI, OhioHealth.

The Leadership Development Initiative gratefully acknowledges the support of:

- International Palliative Care Initiative, Open Society Foundations, New York, NY
- National Cancer Institute Center for Global Health, Bethesda, MD
- The Diana Princess of Wales Memorial Fund, London, United Kingdom
- National Hospice and Palliative Care Organization, Alexandria, VA
- Pettus Family Foundation

The content is solely the responsibility of the authors and editors, and does not necessarily represent the official views of any of the funders.

Acknowledgment and appreciation are extended to faculty and staff of the OhioHealth and the Institute for Palliative Medicine at San Diego Hospice (which housed the International Programs and the Leadership Development Initiative from 2009 to 2012). Special thanks to the Mentors, Consultants and the LDI Team who contributed so much to the LDI Curriculum.

Contact the LDI Team

E-mail: Frank.Ferris@OhioHealth.com

Frank D. Ferris, MD

The Leadership Development Initiative

Kobacker House

800 McConnell Dr

Columbus, OH, USA 43214-3463

Phone: +1 (614) 533-6299

Fax: +1 (614) 533-6200

Overview

The first weeklong Residential Course (RC) focuses on developing 'self' as a Leader. To foster self-awareness, pre-course baseline inventories are completed and reviewed.

- MBTI
- LPI® - Self
- Leadership attitudes and skills inventories
- Draft Individual Development Plan
- Situation Analysis (organization and country)
- Personal SWOT

Emphasis is given to building relationships during the week. A number of Mentor-Mentee and Mentor-Mentee-Coach sessions are crafted in order to share the information from the pre-course evaluations. These exercises sets a foundation of understanding, trust and skillful communication. 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.

Leaders focus on the exploration and expansion of their IDP, and practice presentation and communication skills taught during the week. 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.

A host of leadership skills and activities are modeled and taught during the Residential Courses. (See Table of Contents for included sessions and objectives).

Review of the intra-session activities involve phone calls with Mentors every 2 months, LDI Team Coaches every 3 months, consultative site visits by Mentors, readings, webinars, videos, monthly reflections, personal stories and publications.

Objectives

After this presentation, participants will:

1. Describe LDI goals, relationships, activities and timeline.
2. Plan Leader activities and timeline for the 2-year LDI experience.
3. Explore how to optimize the personal relationship of the assigned Mentor and Team Coach.
4. Build and sustain an international LDI community.

Important Teaching Points

- The LDI is structured leadership skill development.
- Leadership is a relationship and networking opportunity.
- Goals and Objectives need to be **SMART** (**S**pecific, **M**easurable, **A**ction-oriented/Achievable, **R**ealistic, and **T**ime-bound).
- Virtual communication is critical, is challenging, and is a focus of the Mentor-Mentee relationship as well as the entire LDI community.
- Content-rich USB sticks are given at each Course, including Power Points, audio, Moonshine Films videos (Life Before Death/Treat the Pain) and a host of other valuable resources.
- IDPs delineate three components:
 - personal leadership goals,
 - palliative care activities
 - budgeting and resources.
- Personal web pages for Leaders are hosted on www.IPCRC.net.
- Please refer to www.IPCRC.net for detailed audio/PowerPoint presentation.

Resources / References

1. Covey, Stephen R. (2004). The 7 Habits of Highly Effective People (2nd ed.). New York, NY: Free Press.
2. Kouzes, J.M. & Posner, B.Z. (2008). The Leadership Challenge (4th ed.). San Francisco, CA: Jossey-Bass.
3. LPI: Leadership Practices Inventory. www.lponline.com
4. The Leadership Challenge. <http://www.leadershipchallenge.com/home.aspx>
5. Dunning, Donna. (2003). Introduction to Type and Communication. Mountain View, CA: Consulting Psychologists Press
6. CPP, Inc. Myers-Briggs Type Indicator (MBTI). <https://www.cpp.com/products/mbti/index.aspx>.
7. Videos: Treat the Pain / Life Before Death, Moonshine Agency; Mike Hill, Sue Collins. URL: <http://www.moonshineagency.com.au/movies>.