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**Leading for the Long Term:**

**Leadership Development for Virginia’s Health Care Safety Net**

**About the Program**

*Leading for the Long Term* is a leadership development program, not a management training course. The program is designed to transform good managers into great leaders.

Learning occurs through a variety of self-assessments, engaging presentations, participatory sessions, and peer-to-peer exchange. Participants will have the opportunity to learn from experts in the various curriculum topics and develop a range of skills critical to success as a leader. Individual leadership coaches will also be available for those who want to engage with them for help with a specific challenge or issue.

**Anticipated Outcomes**

As a result of participating in *Leading for the Long Term*, Virginia’s Health Safety Net leaders will:

* Identify and be more confident in their leadership abilities;
* Look “beyond where they sit,” to identify synergies and opportunities;
* Understand new ways of approaching challenges;
* Better understand the current dynamics of health care for the uninsured and medically underserved, and the role of local safety net providers; and
* Help establish a stable, adequately financed health safety net.

**Program Curriculum**

Curriculum topics include:

* Team Building
* Introduction to the Practical Leadership Model
* Creative Thinking
* Evolution of Healthcare
* Self-care: Cultivating Wellness and Identifying and Preventing Burnout
* Conflict Resolution
* Coaching for Leaders
* Strategic Risk Taking and Decision Making
* Leading Change
* Negotiation
* Strategic Communication

**Program Schedule**

The Program will begin with a 1½ day session in April. All remaining sessions will take a full day each month. As currently planned, all sessions will be held in Richmond.

Please review your calendar carefully before applying. ***Participation in all sessions is required***. If you are unable to commit to these dates, we encourage you to apply at a later time.

* + - April 20-21, 2017
    - May 18, 2017
    - June 21, 2017
    - July 20, 2017
    - August 22, 2017
    - September 18, 2017
    - October 19, 2017

**Who Should Apply?**

*Leading for the Long Term* is designed for current executive directors of Virginia’s free and charitable clinics, community health centers, and other health safety net organizations. Senior management staff from hospitals who are responsible for working with local health safety net organizations are also encouraged to apply.

Preferred participants will:

* Have served in a management role for at least five years;
* Have a strong commitment to and involvement in their local community;
* Supervise a team of employees during the course of the program;

***All applicants must have the support of their Boards of Directors, as expressed through adoption of a special Resolution (enclosed).***

**Applications must be received by 5:00PM, March 1, 2017. Early applications are encouraged. Program participants will be selected by March 14, 2017.**

**Selection Criteria**

Successfully applicants selected will demonstrate the capacity to become vital leaders of their organizations or agencies, and their communities. Other factors considered include:

* Commitment to course requirements;
* Experience and career aspirations;
* Receptivity to learning;
* Ability and willingness to apply lessons learned;
* The support of the participant’s organization during the learning process; and
* Continued service to Virginia’s health safety net.

Ideally, the class will reflect diversity in gender, age, ethnicity, type of organization, and geographic service area.

**Tuition, Fees and Expenses**

The Virginia Health Care Foundation will pay all tuition costs and most related expenses associated with participation in the program, including lodging, meals, materials, and tools. Participants are expected to pay a $300 program fee, their travel costs, and their own incidental costs.

When necessary, hotel accommodations will be provided for participants living beyond a reasonable commuting distance.

**Expectations of Participants**

Participants in the program will commit to:

* Attend and actively participate in all sessions, including meals;
* Have the support of my organization’s leadership;
* Fully engage in all aspects of the program;
* Participate in follow-up evaluation of the program; and
* Affiliate with the program through follow-up network activities, as relevant to my work.

Participants must have easy, individualized access to a computer with e-mail and web browsing capability.

**Continuing Connection**

*Leading for the Long Term* graduates may choose to stay connected with their peers and enhance the principles and lessons presented during the course by participating in an alumni group. Electronic communication and occasional meetings will provide opportunities for ongoing interaction.