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hfma

wisconsin chapter

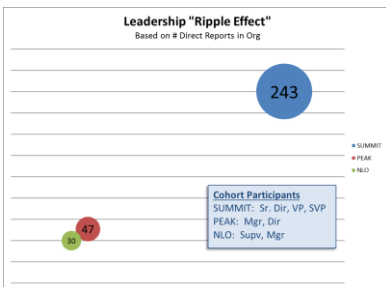
- Brief History - Overview
- New Leader On-boarding
- Inspirational Leadership
- High Impact Leadership
- Today and into the future

2

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wisconsin chapter

Brief History & Overview



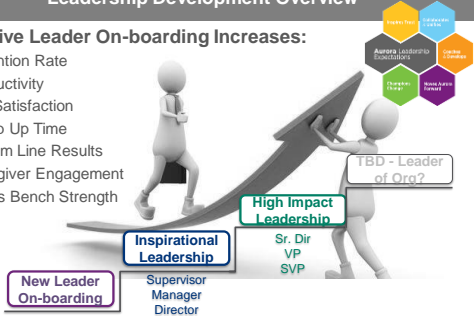
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3

Leadership Development Overview

Effective Leader On-boarding Increases:

- Retention Rate
- Productivity
- Job Satisfaction
- Ramp Up Time
- Bottom Line Results
- Caregiver Engagement
- Builds Bench Strength



4

New Leader On-boarding

Highlights

- 4 Day Cohort over 3 months
- 11 Cohorts in 2018 @ 30 participants

Selection Process

- Open Enrollment thru LMS

Target Audience

- First-time Leaders (Newly promoted)
- New to Aurora Leaders (Newly hired)

547+ New Leaders since Jul '16

Unique Aspect: Community Service Project

5

New Leader On-boarding

Focus

- 1 Getting to know Aurora & Leadership Expectations
Internal Partnerships, Healthcare Finance
- 2 Managing a Diverse Workforce
- 3 Creating an Engaging Environment thru Feedback,
Delegation and Recognition, Meyers Briggs MBTI
- 4 Community Service Projects, Development Planning
Social Learning, Leadership Case Study

6

Inspirational Leadership

Highlights

- 4 Day Cohort over 3 months
- 3 Cohorts/year @ 30 participants

Selection Process

- Invitation Only – "Golden Ticket"
- HR and Succession Planning Process

Target Audience

- Current Supervisors, Managers, Directors
 - Strong History of Performance
 - Passion for Leadership
 - Strong Support from Team and 1-Up

191 Inspirational Leaders since Oct '16

Unique Aspect: Two Leadership Simulations, IL Reunions, Pre&Post Session Mini360 Assessment

7

Inspirational Leadership

Focus

- 1 Creating an Engaging Environment thru Feedback, Delegation and Recognition
- 2 Multipliers Simulation. Decision Making, Engagement, Time Management
- 3 Magnetic Simulation. Plan, Delegate, Communicate, Feedback
- 4 Gallup Strengths Finder Workshop. Know yourself

8

High Impact Leadership

Highlights

- 9 Day Cohort over 4 months
- 1-2 Cohorts/year @ 12 participants

Selection Process

- Nomination Only
- HR and Succession Planning Process

Target Audience

- Sr. Director, VP, SVP
 - Leaders of Leaders
 - High Performance and Potential
 - Strong Passion for Leadership and Self Development
 - Strong Support from Team and 1-Up

40 High Impact Leaders since Mar '17

Unique Aspect: Coaching, Teamwork, Action Learning Project

9

High Impact Leadership

Focus

- 9 KICKOFF: Assessment Day, Voices 360, TKI, Intros, Teamwork
- 1 Cruc. Convs, Conflict, Team Effectiveness, Collaboration
- 2... Action Learning
- 3 Leader as Coach
- 4... Action Learning
- 5 Emotional Intelligence, Storytelling
- 6... Action Learning
- 7 Communicating & Presenting with Confidence
- 8 Action Learning Presentation to Executive Panel, Feedback

10



11

Where are we now...

- Redefining who we are
- Building collaboration across state lines
- Strong focus on the future, our strategy
- Renewed purpose and energy
- Best practices being implemented
- NLO - 2x/month
- IL → "PEAK" launches 9/17
- HIL → "SUMMIT" launched 8/27

Looking forward to seeing the impact strong leadership has on our new organization!

12



**“If you don’t like
change, you’re
going to hate
being irrelevant!”**

13