### Introduction

Needs assessment resulted in an overwhelming request for leadership training. Mid-level managers are often placed in a leadership position without ever completing any formal training or given access to helpful tools.

### Findings

Based on survey results our mid-level managers were lacking in Teamwork, Communication and Conflict Resolution Skills.

### Project Goals

Develop a program in response to the initial needs assessment and with a target audience of mid-level managers not previously exposed to leadership opportunities.

### Literature Review


### Project Description

- Course developed in response to needs assessment.
- Topics: Communication, Teamwork, Conflict Resolution
- Format: Discussion, Role Play, Scenarios

### Implications

Baptist Health Care, Corbin is on the journey to ANCC’s “Pathway to Excellence Certification.” Leadership Academy has been instrumental in addressing certification requirements while preparing future leaders.

### Evaluation Strategy

Ongoing evaluation including local surveys.

### Acknowledge

Baptist Health Corbin, is a 273-bed acute and skilled care facility, provides a broad spectrum of healthcare services to residents of southeastern Kentucky. Thank you to the Baptist Health Staff Development Department for their support of “Leadership Academy.”

Sandra L. Myers, MSN, APRN, CCNS, CNS-CP, CNOR