Title:
Leadership Academy at Baptist Health, Corbin, KY

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Session Title:
Leadership Poster Session 2

Keywords:
Leadership, Needs Assessment and Program Development

References:

Abstract Summary:
Baptist Health Corbin, Ky. developed a monthly leadership program designed for Nursing Directors and their Assistant Directors. Some of the topics included were conflict resolution with skills lab, basic leadership skills, time management and facilitating effective meetings.

Learning Activity:

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<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tbody>
<tr>
<td>The learner will be able to define personal leadership.</td>
<td>In order to lead others we must first lead ourselves. Develop a personal mission, vision and goals.</td>
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<td>The learner will be able to describe leadership skills needs assessment and subsequent program development.</td>
<td>Development of a leadership program based on an initial leadership skills assessment. Our topics included conflict resolution, leading meetings, and time management.</td>
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Abstract Text:

Professor Warren G. Bennis said: “Leaders are people who do the right thing: managers are people who do things right.” A recent needs assessment at our small community hospital resulted in an overwhelming request for leadership training. Mid-level managers are often placed in a position of leadership without ever completing any formal training or given access to helpful tools.

The Baptist Health Corbin “Leadership Academy” was developed in response to the initial needs assessment and was geared toward those mid-level managers who were new to leading. The initial request was for basic leadership training, conflict resolution skills, time management and facilitating effective meetings.

The series was titled “Leadership Academy” with the classes offered monthly to all Nursing Staff, Directors and any other hospital personnel that were interested in learning about leadership were invited to attend voluntarily. Two classes were offered on the same topic before the start of the usual work day and again during the lunch hour. Attendance increased as the series progressed with the highest attendance for the “Facilitating Meetings” lecture and workshop.
Classes began with opening videos or scenarios followed by review of tools and discussion. The following class scheduled for the next month included implementing the tools discussed in the previous class using simulation or scenarios.

The Conflict Resolution Class began with great discussion and a review of tools to utilize in various conflict scenarios. The students anonymously submitted actual conflict scenarios from their respective workspaces for the following class during the Skills Lab portion. The class was divided into small groups for discussion of the assigned actual conflict with names and locations changed. The small groups were also given tools to utilize in resolving the conflict. The result was discussion and positive feedback for resolution of the assigned conflict.

Citing John C. Maxwell, “The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails,” the participants in the inaugural program responded positively when surveyed and wish to continue the program for another year and incorporating Leadership Programs from various authors selected by the students.