

NHA Nebraska Hospital Association

LEADERSHIP INSTITUTE

In our commitment to strengthen and promote the leadership skills of Nebraska hospital employees, the Nebraska Hospital Association developed the NHA Leadership Institute in 2004. The Institute honors early pioneers in health care in Nebraska throughout the 9 series of sessions:

Dr. Frank A. Brewster – A Nebraska physician who attracted worldwide attention for being the first physician to use an airplane to perform emergency surgery.

Susan La Flesche Picotte – Physician who served her tribe on the Omaha Reservation from 1889-1893, and also as a medical missionary for the government's Office of Indian Affairs.

Rev. E.G. Chinlund – Head of Immanuel Hospital and founding member of the Nebraska Hospital Association, serving as first President.

Elizabeth Reeves – First female physician in Nebraska. Known for assisting the poor who could not afford medical care.

Blanche Fuller – Head of Methodist Hospital and founding member of the Nebraska Hospital Association, serving as first Vice-President.

Ida Isaacson – Head of Evangelical Covenant and founding member of the Nebraska Hospital Association, serving as first Secretary.

Dr. Charles A. Henry – First physician to practice medicine in Nebraska.

Mrs. Homer Harris – Superintendent of Clarkson Hospital and founding member of the Nebraska Hospital Association, serving as first Treasurer.

Stuart C. Mount – First employee of the Nebraska Hospital Association.

The NHA Leadership Institute provides up-and-coming leaders within your organization the necessary skills to become exceptional leaders and puts them on the pathway to senior management positions. It is important for current CEOs to develop the leadership pipeline to ensure effective succession planning while enhancing employees' contributions to your organizations.

This initiative includes a comprehensive curriculum, combining core leadership competency working sessions with multiple layers of applied practice in health care. Participants in the NHA Leadership Institute will improve their leadership skills; enhance their effectiveness in the health care field, while preserving the care and compassion critical to quality health care delivery. The curriculum is designed to be highly interactive, yet with flexible, online and teleconference accessibility – perfect for busy health care personnel.

The Results:

- Creates an influential and powerful team
- Provides skills needed for creative and innovative problem solving
- Develops the participant's ability to work with diverse clientele
- Fosters motivation for continuous learning
- Heightens visibility of leadership positions/styles
- Builds a strong network of colleagues from Nebraska hospitals
- Enhances participant's career both personally and professionally

Program Benefits for the Hospital:

- Improved recruiting and retention
- Increased employee motivation
- Greater team building with reduced internal conflict
- Improved return on staff investment
- Enhanced employee performance

Program Benefits for the Participant:

- Improved leadership skills
- Professional growth
- Colleague networking and support

Additional Components of the NHA Leadership Institute

Individuals who complete the NHA Leadership Institute will benefit from a variety of specialized participant components including:

- **Gallup Strengthsfinder™** - a Web-based tool that allows participants to complete a questionnaire developed by the Gallup Organization and instantly discover their own top-five inborn talents.
- **Myers-Briggs Type Indicator** – measures people in four areas, subdivided by two functions:
 - How a person relates to others (either by Extraversion or Introversion)
 - How a person takes in information (either by Sensing or iNtuition)
 - How a person makes decisions (either by Thinking or Feeling)
 - How a person orders their life (either by Judging or Perceiving)

- **FIRO-B – Fundamental Interpersonal Relations Orientation-Behavior™** - designed to measure behavior that derives from interpersonal needs.
- **360 Feedback** – Provides participants with a clearer perspective on their strengths and areas of improvement, related to leading and managing in the hospital setting. There will be an opportunity to discuss feedback with a debrief consultation with a Leadership Institute faculty member who will assist with interpretation and any issues arising from the feedback.
- **Leadership Coaching** – One-on-one executive coaching from a leadership institute faculty member. The coach will work with each participant to develop a detailed action plan.
- **Mentoring** – Each participant will have a health care senior executive assigned to them as a mentor who will work with them on developing a plan to ensure professional growth.
- **Health Care Intensives** – Designed to augment and enhance the core leadership competency sessions, these intensives will be “learning experiences” that involve active participation in related experiences from health care executives and community leaders.
- **One Book - One Hospital Participation**
- **NHA Leadership Institute Binder** – Participants can stay connected throughout the institute with this portfolio.