

Ovation Healthcare Leadership “U”

Ovation Healthcare is committed to strengthening independent community healthcare through leadership development, education, and practical training opportunities. Ovation Healthcare’s Leadership U launched its inaugural cohort in 2021, and has seen great success with 66% of the graduating class already holding “C-level” positions.

Established to grow and strengthen future hospital executives, Leadership U is investing in hospitals to train and develop the next generation of talent that will lead the healthcare industry into the future. The path to succession planning isn’t a sprint, it’s a journey. Developing the talent pipeline, addressing challenges, and empowering the next generation of community healthcare executives takes investment, and there is no better time than now to start the transition.

Active recruitment has opened for interested leaders to be a part of the Leadership U 2024 cohort. Please submit your [application](#) to Ovation Healthcare Learning Institute on/by April 19, 2024.

The Challenge



50% to 60% of hospitals don’t have succession planning in place



49% of the current CEOs in the KHERF survey are 60 years old and older—it’s time to be strategic about developing a new crop of leaders who are prepared to tackle the challenges facing rural healthcare

Program Elements

- Cohort-based monthly education led by seasoned healthcare executives (both live and virtual classrooms)
- One-on-one monthly coaching sessions with a professional executive coach
- Leadership project to develop participant and benefit hospital

Program Commitment

- 6-month leadership program
- Leadership U Kick-Off: May 20–21, 2024, Ovation Healthcare Home Office, Brentwood, TN
- 4 monthly 2 hour webinars
- 6 professional coaching sessions
- Project Presentation and Graduation October 14–15, 2024, Ovation Healthcare Home Office, Brentwood, TN

Objectives



Strengthen leadership capabilities in new (0-2 years in role) and potential CEO candidates to help them meet the challenges of leading in rural healthcare



Increase the talent pipeline of leaders in rural healthcare



Improve staff retention and recruitment – CEOs help determine the culture and culture impacts retention

Professional Coaching

- Professional executive coaching (all coaches are credentialed through the International Coaching Federation)
- Hogan Insight Assessment
 - Hogan Personality Inventory
 - Hogan Development Survey
 - Hogan Motives, Values and Preferences Inventory
- Creation and implementation of an Individual Development Plan

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Topics & Schedule

Session 1

Healthcare Leadership and Strategy
May 20, 2024 | Ovation Healthcare

Session 2

Healthcare Operational Best Practices
May 20, 2024 | Ovation Healthcare

Session 3

Financial Trends: Challenges and
Healthcare Economics
May 21, 2024 | Ovation Healthcare

Session 4

Effective Staffing and Human Resource
Management
May 21, 2024 | Ovation Healthcare

Session 5

Governance and Board Relations
June 17, 2024 | 3-5 CST

Session 6

The Economic Impact of Healthcare in
the Community
July 22, 2024 | 3-5 CST

Session 7

Change Management and
Succession Planning
August 19, 2024 | 3-5 CST

Session 8

Technology, Innovations, Informatics
and Security in Healthcare
September 16, 2024 | 3-5 CST

Session 9

Diversity, Inclusion, and Health Equity
October 14, 2024 | Ovation Healthcare



Application Process

All applications must be received on/by Friday,
April 19, 2024:

[https://app.smartsheet.com/b/
form/4a92e270a71c4fd3b090d8b4451d6552](https://app.smartsheet.com/b/form/4a92e270a71c4fd3b090d8b4451d6552)

Tuition

- Standard Registration Tuition: \$5,000.00
- Ovation Healthcare Affiliate Tuition: \$0.00