

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 enhance our future hospital executives, Leadership U is investing in our hospital partners to train and develop the next generation of talent that will lead the hospital 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 2025 cohort. Please submit your [application](#) to Ovation Healthcare Learning Institute by April 30, 2025.

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 the next generation of leaders who are prepared to tackle the challenges facing hospitals and health systems.

Program Elements

- Three in-person sessions of cohort-based learning, guided by experienced healthcare executives
- Two virtual cohort discussions, facilitated by seasoned healthcare executives
- Monthly one-on-one coaching sessions with a professional executive coach
- Leadership project designed to develop participant and benefit hospital

Program Commitment

- Six-month leadership program
- Three in-person sessions to include:
 - Leadership U Kick-Off, June 9-10, 2025
 - Mid-Term Session, August 13-14, 2025
 - Project Presentation and Graduation, November 3-4, 2025
- Sessions will be at the Ovation Healthcare Corporate Office in Brentwood, TN
- Two virtual group sessions:
 - July 14, 2025 and September 22, 2025
- Six professional coaching sessions

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

Ovation Healthcare Leadership U



Topics*

- Healthcare Leadership
 - Governance, Board Relations, and Succession Planning
- Healthcare Strategy
 - Key Stakeholders, Market Growth, and Economic Impact of Community Healthcare
- Healthcare Operational Best Practices
 - Quality and Regulatory, Clinical Initiatives, and Workforce Efficiency
- Healthcare Technology
 - Cybersecurity, AI, Innovation, and Informatics
- Healthcare Finance
 - Cost Reporting, Revenue Cycle, and Payer Relations

*The topics covered here are not exhaustive. Additional topics will be addressed as we move forward.

Objectives

-  Strengthen the leadership capabilities of new and high-potential executive candidates to effectively lead in the dynamic and evolving healthcare landscape.
-  Build and retain a strong pipeline of healthcare leaders by investing in emerging executive talent—empowering them to lead effectively, keep care local, and drive lasting impact in the communities they serve.
-  Improve recruitment and retention by focusing on leadership—executives set the tone for culture, and a strong, positive culture is essential to keeping staff and attracting new talent.
-  Strengthen regional healthcare systems by cultivating leaders who can collaborate across organizations to improve care coordination, financial sustainability, and community health.



Application Process

All applications must be received by Wednesday, April 30, 2025:

<https://app.smartsheet.com/b/form/1499b5dc5ed1432a81e0d118e8049542>

Investment

- Included at no additional cost for current partners
- \$5,000** for non-client participants

**Your investment includes full program access, executive coaching, skills assessments, materials, meals, and networking events.