

Leadership Institute



University of California
San Francisco



2023 Program Grid Leadership Programs

Middle Management Institute	Academy for Interdisciplinary Leadership	Nurse Executive Leadership Program
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Program Overview & Ideal Candidate

<p>The Middle Management Institute Program is a seven-month program for new nurse managers, employees leading initiatives, or other nursing leaders interested in enhancing their own leadership capacity. This program will leverage participants' current role to provide them with the foundational skills, knowledge and awareness to not only effectively lead a team, but to also navigate the administration of health care.</p>	<p>Building on a foundational skill set and through self-exploration, the Academy for Interdisciplinary Leadership is a seven-month program for experienced nurse directors or project or initiative leaders, who aspire to serve as a senior leader within a health care organization. The Academy will provide participants with long-lasting skills to not only navigate an ever-changing, complex health care landscape, but to also lead and innovate with the aim of improving the delivery of health and patient care.</p>	<p>The Nurse Executive Leadership Program is a six-month initiative for senior or newly appointed executive-level nursing leaders. Intentional and engaging immersion experiences, executive coaching and project-based learning will provide participants the knowledge, skills and awareness to effectively lead large and complex health care organizations, facilitate and manage systematic change, embody executive presence, and engage in policymaking activities to advance health care locally, regionally and nationally.</p>
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Qualified KP Scholars Academy Candidates

<p>Assistant Nurse Manager Nurse Manager</p>	<p>Directors</p>	<p>Associate Chief Nursing Officers Site Chief Nurse Executives Regional KP Leaders</p>
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Cohort Size & Schedule

<p>20 Participants</p> <ul style="list-style-type: none"> • April 11 and 12, 10 a.m.-3 p.m. • May 9 and 10, 9-11 a.m. and 1-3 p.m. • June 13 and 14, 9-11 a.m. and 1-3 p.m. • July 11 and 12, 9-11 a.m. and 1-3 p.m. • Aug. 8 and 9, 9-11 a.m. and 1-3 p.m. • Sept. 12 and 13, 9-11 a.m. and 1-3 p.m. • Oct. 10 and 11, 10 a.m.-3 p.m. 	<p>20 Participants</p> <ul style="list-style-type: none"> • April 13, 10 a.m.-3 p.m. • May 11, 9 a.m. -1 p.m. • June 15, 9 a.m. -1 p.m. • July 13, 9 a.m. -1 p.m. • Aug. 10, 9 a.m. -1 p.m. • Sept. 14, 9 a.m. -1 p.m. • Oct. 12, 10 a.m.-3 p.m. 	<p>15 Participants</p> <p>TBD, launches scheduled for September 2023</p>
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Middle Management Institute

Academy for Interdisciplinary Leadership

Nurse Executive Leadership Program

Program Learning Objectives

In leveraging their current role or prior leadership experience, and in completing this program, participants will:

- Develop an awareness of their individual strengths as a leader while producing a personal and career leadership development plan
- Acquire the knowledge necessary for assessing and enhancing performance improvement efforts
- Explore and increase their own cultural competence, and obtain the knowledge necessary for fostering a culture of equity and inclusion.
- Develop the skills necessary for successfully navigating the administration of health care including financial management, change management and project management.

In leveraging a foundational understanding and skillset of leadership, and in completing this program, participants will:

- Demonstrate an increased awareness of their leadership abilities and create a plan to enhance competencies in order to be a more effective leader
- Demonstrate an enhanced competence of the technical skills required for effective leadership in health care including financial, human resource, change and project management, as well as succession planning
- Create a plan to elevate “culture and community” within their spheres of influence including increasing diversity, fostering resiliency and wellness, and enhancing health care outcomes

To effectively lead large and complex health care organizations as an executive, and in completing this program, participants will:

- Display a deep understanding of their personal leadership abilities, and develop a plan to enhance the leadership abilities of others within their organization
- Acquire the skills required to embody executive presence, in addition to facilitate and manage systematic change through creating the future rather than responding to the now
- Gain the knowledge necessary to engage in and advance local, state and federal policymaking, academic and workforce planning, as well as lead succession and strategic planning efforts
- Demonstrate the ability to collaborate with internal and external stakeholders to elevate the organization, address workforce needs, and secure funding to support innovative projects
- Create a plan to design a strengths-based culture that fosters successful systems change and quality improvement, leading to equitable systems at all levels.

Program Format

9 two-hour learning sessions + 90-minute mentorship workshop

6 four-hour learning sessions

3 multi-day immersions in San Francisco, CA and Washington, DC

Assessments & Project Component (if required)

Participants will complete a number of individual assessments including the Campbell Leadership Descriptor, CliftonStrengths for Managers and Change Style Indicator.

Participants will engage in a 360-degree evaluation as well as complete a leadership project plan.

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Contact Hours & ANCC Certification Outcomes

<p>20 Continuing Education Contact Hours</p>	<p>24 Continuing Education Contact Hours Upon completion, participants are eligible to sit for the ANCC Nurse Executive exam and pursue certification (assuming that the participant has required hours of experience in a leadership role with a primary responsibility for the daily operations and outcomes of one or more unit(s)/ departments within the last three years.)</p>	<p>64 Continuing Education Contact Hours Upon completion, participants are eligible to sit for the ANCC Nurse Executive-Advanced exam and pursue certification (assuming that the participant has required hours of experience in a leadership role and the degree credentials).</p>
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Mentoring/Coaching Component

<p>Local KP mentor/90-minute facilitated joint mentorship training session</p>	<p>One small group coaching session and two executive 1:1 coaching sessions of 60-minutes each</p>	<p>Two executive 1:1 coaching sessions of 60-minutes each</p>
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2022 Program Graduates

Foundations of EBP Workshop	21 Graduates
Excellence in Nurse Education Certificate Program	15 Graduates
Foundations for Excellence in Healthcare Leadership	17 Graduates
Academy for Healthcare Leadership	17 Graduates



Contact & Program Nomination Information

For questions about these programs, or if you are interested in nominating a colleague or yourself for one of these initiatives, please contact kpnursescholars@kp.org.