

# NHA Leadership Institute 2020



**2020  
Class XVII**

**NHA** Nebraska  
Hospital  
Association

The influential voice of Nebraska's hospitals

 **BELLEVUE**  
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# NHA Leadership Institute

## About the Leadership Institute

The NHA Leadership Institute is an initiative that is made of up a comprehensive curriculum that combines core leadership competency working sessions and multiple layers of applied practice in health care. Coursework focuses on the unique challenges and organizational management techniques facing hospitals.

The Institute is geared toward providing middle management and up-and-coming leaders within your hospital with the necessary skills to become exceptional leaders and puts them on the path to senior management positions. It is vital for CEOs to develop the leadership pipeline to ensure effective succession planning while enhancing employees' contributions to the organization.

Each year, approximately 40 health care professionals from across Nebraska come together for a nine-session program designed to instruct, inspire and invigorate. Participants in the NHA Leadership Institute improve their leadership skills and enhance their effectiveness in the health care field while preserving the care and compassion critical to quality health care delivery. Participants also establish peer-to-peer connections and lifelong bonds with classmates and faculty.

The Nebraska Hospital Association Leadership Institute's mission is to advance the effectiveness of hospitals by providing a quality environment for professional development and support for health care leaders.

## Expert Faculty



Leadership Institute participants have expert faculty to guide them through the program. Knowledgeable instructors from Bellevue University are ready to steer participants toward professional success and engage them on the pressing issues hospitals encounter. These experts are drawn from diverse departments of the University including management, human services, leadership development, business administration and health care administration.



The NHA Leadership Institute was recently awarded with the *Power of A Silver Award* by the American Society of Association Executives (ASAE) for their extraordinary contributions and efforts to enrich lives, create a more competitive workforce, and make a better world.



The NHA Leadership Institute is made possible through:



## Leadership Institute History

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 the following legendary leaders in Nebraska hospital history throughout the program as shown below.



**Dr. Frank A. Brewster**

Nebraska physician who attracted worldwide attention for being the first physician to use an airplane to perform emergency surgery.



**Dr. Susan La Flesche Picotte**

Physician who served her tribe on the Omaha Reservation from 1889-1893, and also as a medical missionary for the U.S. Government's Office of Indian Affairs.



**Rev. Emil G. Chinlund**

Head of Immanuel Hospital and founding member of the NHA, serving as its first President.



**Dr. Elizabeth Reeves**

First female physician in Nebraska. She was known for assisting the poor who could not afford medical care.



**Blanche Fuller**

Head of Methodist Hospital and founding member of the NHA, serving as its first Vice President.



**Ida Isaacson**

Head of Evangelical Covenant and founding member of the NHA, serving as its first Secretary.



**George Flippin**

First black athlete at the University of Nebraska. Completed medical school in three years. He established a hospital in Stromsburg in 1907. Dr. Flippin often studied medical advances in Europe and brought them back to Nebraska.



**Miss Homer Harris**

Superintendent of Clarkson Hospital and founding member of the NHA, serving as its first Treasurer.

## About the NHA

The Nebraska Hospital Association (NHA) is a statewide health care trade association representing Nebraska's hospitals and health systems. The NHA was organized in 1927 as a result of an informal meeting called by Miss Homer Harris, superintendent of Clarkson Hospital, to discuss pending legislation that affected hospitals in the state of Nebraska. At that meeting, the NHA founded and appointed its first board of directors. Rev. Emil G. Chinlund of Immanuel was named president; Miss Blanche Fuller of Methodist Hospital was named vice president; Miss Ida Isaacson of Evangelical Covenant was named secretary; and Miss Homer Harris of Clarkson Hospital was named treasurer.

Since that time, the NHA has been representing and supporting the needs of Nebraska's rural and urban hospitals and health systems. The NHA supports and encourages its members in developing various health care delivery systems geared toward improving the health and well-being of each community.

The NHA is governed by a board of directors that works closely with its membership to provide information, education, advice and collaborative leadership to advance Nebraska hospitals' ability to provide exceptional health care. Hospitals are the stewards of good health. Through our partnerships with representatives in the health care industry, legislators, government and citizens, the NHA is able to assist in the development of strong, healthy communities. The NHA serves as the influential voice of its members in the health care legislative and public policy arenas, promoting delivery of quality health care and influencing public opinion of hospitals and health networks.

## Success Stories

*NHA's Leadership Institute was a fantastic experience. With each session, we gained skills and tools to become more effective both personally and professionally. I especially liked the self-assessments that helped me gain a more thorough understanding of my own behavior and personality. Those helped me gain insight into what my "default" reactions might be in various situations and how to manage myself and others utilizing different perspectives.*

*Outside of the classroom, we had a ton of fun as a group. I highly encourage those involved to attend the social gatherings the night before each session and take time to get to know your classmates. I met some wonderful people that I stay in contact with and occasionally see at NHA conventions and other meetings. Thanks for the great experience!*

**Kyle Teel, CPA, CHFP, Corporate Controller**  
**Community Hospital, McCook**



*This is a great opportunity to work and learn alongside other emerging leaders in healthcare. I was in the middle of transitioning into more of a leadership role in our facility and this course gave me some great management tools to utilize. It allowed me to self-reflect in my leadership role and it gave me guidance in developing and implementing best means towards being an effective leader. Going through this course gave me confidence in my new role and further insight in what it takes to be a great leader in my organization.*

**Tim Devlin, PT, DPT, SCS, CSCS**  
**Physical Therapist & Rehab Manager**  
**Box Butte General Hospital, Alliance**

*I feel the Leadership Institute is a valuable tool to enhance and grow leadership skills and competency that will benefit not only the emerging leader, but also the experienced employee. This process launched me down a path that allowed me to experience new opportunities that have directly contributed to my success and the opportunity to achieve my goal of becoming a CEO.*

**Treg Vyzourek, BS, MDI, RT (R) (CT)**  
**Chief Executive Officer**  
**Brodstone Memorial Hospital, Superior**



*The Leadership Institute was a priceless experience for myself as a newer leader. There are so many things to learn and in most leadership roles, they need to be learned at a fairly fast pace. The Institute faculty were warm, inviting and always kept the group engaged. The topics we discussed were relevant and are issues leaders deal with daily. The sessions were both fun and interactive. I always felt I had great tools to take back and apply to my role at Madonna. There was a great focus on understanding who you are as a leader and what your strengths and weaknesses might be. Being able to understand yourself as a leader equips you to better lead and mentor others. The sessions were organized, well run and the experience of seeing so many hospitals across Nebraska was an awesome benefit. I would highly recommend the Institute for any new and emerging leader, and even those who have been in leadership for awhile, but want to re-invigorate their career!*

**Rachel Thompson, MSN, RN, Director of Nursing**  
**Madonna Rehabilitation Hospitals, Omaha**

# NHA Leadership Institute

## Testimonials from our graduates

- *Whether you are aspiring to be a health care leader, are a new leader in health care, or have been a leader in health care for quite some time, the NHA Leadership Institute is an excellent opportunity to acquire new skills and build on current skills and strengths. The NHA Leadership Institute provides current and future health care leaders meaningful dialogue and networking opportunities as well.*  
- Joni Sautter, Box Butte General Hospital, Alliance
- *The Leadership Institute provided useful information, whether it be new or a refresher. Met some really great people to network with, just spoke to one of them today!!! If you get the opportunity, don't pass it up, it's a great growth experience.*  
- Candice Bell, Harlan County Health System, Alma
- *The NHA Leadership program offers a very broad framework of tools and material for any individual in a leadership role. The material presented was excellent and the speakers provided a wealth of expertise and knowledge. An individual counseling session was included as part of the class. I was provided with tools that I would never have found on my own time (which is scarce!). Meeting with staff from other hospitals and seeing all of the great things happening in our great state of Nebraska was another plus.*  
- Julie Baumgart, Columbus Community Hospital, Columbus



## Course Descriptions

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MARCH 6-7, 2020 | ORIENTATION RETREAT | Lied Lodge & Conference Center, Nebraska City

- **Building a Foundation of Leadership**

The NHA Leadership Institute orientation retreat will give class participants the opportunity to meet one another as well as professional faculty members. The retreat will include team-building activities and a review of the Institute standards and curriculum. The ultimate goal of the orientation retreat is to begin each class member's personal leadership journey.

There is a difference between management and leadership. During this interactive workshop, we'll explore several of the most widely applied leadership styles and models and consider how and why they work. Knowing when and how to utilize an appropriate leadership style is the key to getting the individual performance and organizational results you want.

Participants are welcome to bring their spouse and/or family members to enjoy the 260-acre Arbor Day Farm. A spouse/guest is also welcome to attend the dinner on Friday night. The Lodge will inspire you with timbered meeting and guest rooms, exceptional guest service and award-winning food, all in a natural setting. The Lied Lodge has been awarded "Best of MidAmerica" by Meetings MidAmerica for many years. **Attendance at this retreat is required. Absence from this retreat may cause your participation in this program to be cancelled.**

APRIL 8, 2020 | BREWSTER SESSION | York General, York

- **Round and Round: Using 360° Assessments for Improved Leadership**

Self-assessments are valuable in identifying your leadership strengths and opportunities for development. During this very interactive course, participants will identify their own set of leadership competencies and then develop their own 360° assessment. You will actually implement and evaluate your 360° assessment. This session begins with an initial private, one-on-one coaching session with a certified executive coach through Bellevue University. Near the conclusion of the Institute, a second private, one-on-one coaching session will be held.

May 6, 2020 | CHINLUND SESSION | Great Plains Health, North Platte

- **What's My Type? Traits at Work**

Leadership development is about improving your skills and examining your attitudes about leadership, management, relationships, career and yourself. But before you can decide on where to go, it's important that you know where you are. Your preferences for doing things one way may conflict with how others like to do things. This session gives you the opportunity to reflect on your own personality traits for communicating, solving problems and working with others.

June 10, 2020 | PICOTTE SESSION | Columbus Community Hospital, Columbus

- **Working With Conflict**

Conflict is everywhere, but not all conflict is bad. Participants will complete a conflict self-assessment and discuss how their results affect how they deal with conflict. The benefits of conflict will be considered and the causes and types of conflict that a leader is likely to come across will be explored.

July 8, 2020 | ISAACSON SESSION | Box Butte General Hospital, Alliance

- **Analyzing Performance Issues**

The ability to maximize employee performance is a key competency for any leader. Yet, we often see a gap between the level of performance we expect and the level of performance we get. So, why don't employees do what we want them to do? How do you motivate employees? Sometimes, leaders actually de-motivate employees when they intend the opposite. This session reviews what works and why with regard to employee motivation and performance.

## Course Descriptions

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August 5, 2020 | FLIPPIN SESSION | Lexington Regional Health Center, Lexington

- **Coaching for Improved Performance**

We will learn how to integrate effective coaching into a leadership toolbox! Coaching is a leader's number one priority for employee and organizational performance, yet very few leaders ever receive the opportunity to learn how to be a good coach. Learn what skills it takes to become a good coach and how to create a culture of coaching within your organization.

September 2, 2020 | REEVES SESSION | Faith Regional Health Services, Norfolk

- **Recruitment and Performance Management**

This session focuses on the fundamental components of recruiting and selection practices and performance management principles. This interactive session includes practical applications of "best practices" for recruiting, screening and selecting from among job candidates, as well as effective performance management. Recruitment and selection topics include critically assessing resumes/cover letters, reviewing of various types of interview formats and assessing job/cultural fit within an organization. Performance management topics include a review of the overall process, setting performance goals and effectively delivering feedback. Also included in this session are the legal issues that are applicable to these functions.

- **Workplace Diversity/Leading Across the Generations**

The demographics of our workplaces today are very different than in years past. As organizational leaders, it is very important to be aware of these changes, as well as the impact they have on the workforce/workplace as a whole. This session addresses the changing demographics of the workforce, as well as the various external forces that impact diversity initiatives. The external forces addressed in this session include legal and regulatory changes, economic trends and political issues. Finally, participants will explore how these factors impact human resource functions and policy development.

SEPTEMBER 30, 2020 | HARRIS SESSION | Mary Lanning Healthcare, Hastings

- **Leading Teams**

The ability to build and maintain high performing teams is one of the fundamental elements of true leadership, and an important skill to possess. In this session, participants will learn the characteristics of effective teams and why teams need strong leaders. We will discuss the stages of team development and consider the interaction between different team player styles leading to improved performance.

OCTOBER 21, 2020 | FULLER SESSION | Embassy Suites Conference Center, La Vista

- **Leadership in Action**

Leadership is a practice, discipline and responsibility that requires self-awareness and energy. As one noted leadership author has said, "You can be given leadership, but you cannot be given a following – you must earn it." This workshop focuses on leadership, followership and interpersonal skills. Participants will consider how they engage followers, the personal characteristics they bring to the workplace and the dynamic nature of the leader-follower relationship. A follow-up coaching session will take place prior to the end of the Institute.

This session is held in conjunction with the Nebraska Hospital Association Annual Convention. Participants will graduate after the session on October 21 by being recognized at the Annual Awards Banquet event held that evening.

# NHA Leadership Institute

## Agenda At-A-Glance 2020

### March

#### ORIENTATION RETREAT

##### **Building a Foundation of Leadership**

March 6-7, 2020

Times TBD

Lied Lodge & Conference Center

### April

#### BREWSTER SESSION

##### **Round and Round: Using 360°**

##### **Assessments for Improved Leadership**

April 8, 2020

9:00 a.m. – 4:00 p.m. CT

York General

York, Nebraska

### May

#### CHINLUND SESSION

##### **What's My Type? Traits at Work**

May 6, 2020

9:00 a.m. – 4:00 p.m. CT

Great Plains Health

North Platte, Nebraska

### June

#### PICOTTE SESSION

##### **Working with Conflict**

June 10, 2020

9:00 a.m. – 4:00 p.m. CT

Columbus Community Hospital

Columbus, Nebraska

### July

#### ISAACSON SESSION

##### **Analyzing Performance Issues**

July 8, 2020

9:00 a.m. – 4:00 p.m. CT

Box Butte General Hospital

Alliance, Nebraska

### August

#### FLIPPIN SESSION

##### **Coaching for Improved Performance**

August 5, 2020

9:00 a.m. – 4:00 p.m. CT

Lexington Regional Health Center

Lexington, NE

### September

#### REEVES SESSION

##### **Recruitment & Performance Management**

##### **Workplace Diversity/Leading Across the Generations**

September 2, 2020

9:00 a.m. – 4:00 p.m. CT

Faith Regional Health Services

Norfolk, Nebraska

### September

#### HARRIS SESSION

##### **Leading Teams**

September 30, 2020

9:00 a.m. – 4:00 p.m. CT

Mary Lanning Healthcare

Hastings, Nebraska

### October

#### FULLER SESSION

##### **Leadership in Action**

October 21, 2020

9:00 a.m. – 4:00 p.m. CT

Embassy Suites Conference Center

La Vista, Nebraska

## What You Need to Know

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- **360° Assessment**

Participants identify their own set of leadership competencies and then develop their own 360° assessment. This assessment provides participants with a clear perspective on their strengths and areas of improvement related to leading and managing in a hospital setting. Participants will have a private, one-on-one coaching session to discuss the results of their 360° assessment with a certified executive coach through Bellevue University.

- **Executive 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. Each participant will have two individual coaching sessions—one at the beginning of the program and one at the end. Completion of both coaching calls is required. If faculty is unable to contact you for a scheduled call, it is the participant's responsibility to contact the NHA or faculty member to reschedule.

- **Core Courses & Curriculum**

The NHA Leadership Institute has ten core courses that are designed to build upon each other. Participants complete these required courses throughout the nine-month program, building camaraderie with classmates. The NHA Leadership Institute is proud to offer in-depth courses and expert faculty to keep your organization moving with the current health care industry trends. Both academic and practical instruction help students implement cutting edge ideas and best practices into their organizations immediately. Leadership Institute curriculum is aligned with management and leadership concepts, allowing you to reach all of your career goals.

- **Leadership Institute Portfolio**

Participants can stay connected with the contact information included in this portfolio and also keep materials from each session.

- **NHA Download Center**

Participants will be able to download session presentations, handouts and lodging information from the NHA website. The NHA does not provide copies of presentations for the sessions, so please print them out and bring them with you or download to your laptop or mobile device.

- **Class Dinners (Optional)**

Share good times and good food as you gather with your classmates for dinner the night before an Institute session in that Nebraska community. Class dinners are an optional activity for those who arrive the evening before a session. Class members are responsible for payment of their own meal.

- **Hospital Tours (Optional)**

Tours are provided of the hospital where each session is held. Institute participants are allowed to participate in tours of these facilities and various departments. The tours provide participants the opportunity to explore different sectors and departments of another hospital and share their experiences with co-workers back home.

- **Recognition**

A press release will be published from the Nebraska Hospital Association containing all of the participants of the current Leadership Institute class. A web page on the NHA website is also dedicated to the current class that features your name, title and hospital name. The NHA is sensitive to security issues and your personal information will not be displayed without your consent. At completion of the program, the class is recognized during the Awards Banquet at the NHA Annual Convention.

- **Mentorship Program (Optional)**

Current participants are paired with a health care professional to serve as a mentor. Mentors will be a professional sounding board to ask questions and to discuss real issues they have dealt with at their hospitals. Mentors and mentees decide on a schedule of how often to connect and in what manner (in person, phone call, video chat, etc).

- **Alumni Program**

After graduation, the class becomes part of the Leadership Institute Alumni Program, which is listed on the NHA website. Alumni are invited to a biennial educational programming event to further network with peers and renew bonds with classmates. Alumni also have the opportunity to participate in the mentorship program, which pairs current Leadership Institute class participants with a Leadership Institute Alumnus.

## General Information

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### Attendance Policy

Attendance at the Institute sessions is essential for participants to successfully complete the program and receive an award of completion. Participants are allowed one excused absence from the program. If a participant has to miss more than one session, NHA will work with the participant and his/her facility on a mutually agreeable solution to either catch up on the material or restart the class the following year.

### Dress

Casual dress for the sessions is acceptable. Business casual dress is recommended for the graduation event.

### Participant Conduct

The NHA Leadership Institute is intended to be a safe, educational and productive professional development experience for all participants. Any concerns should be brought to the attention of the faculty or the Nebraska Hospital Association staff promptly. These individuals will do their best to quickly resolve a participant's concerns.

### Promotional Materials

By enrolling in the NHA Leadership Institute, participants grant the Nebraska Hospital Association the right to use their likeness in promotional media and in promotional materials.

### Special Needs

In accordance with the Americans with Disabilities Act, the Nebraska Hospital Association seeks to make the NHA Leadership Institute accessible to all. If you have a disability that may require special accommodations or have any dietary restrictions, please e-mail your needs before the Orientation Retreat to [hbullock@nebraskahospitals.org](mailto:hbullock@nebraskahospitals.org) or call (402) 742-8148.

## Enrollment Information

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- NHA Leadership Institute program registration fee = \$3,295
- Enroll online at [nebraskahospitals.org](http://nebraskahospitals.org)
- **Enrollment deadline is December 31, 2019. Space is limited. Enroll early to secure your seat.** You will receive confirmation information after enrollment.

### Questions?

For general questions regarding the NHA Leadership Institute, please contact Brian Noonan, senior director of communications and education, at [bnoonan@nebraskahospitals.org](mailto:bnoonan@nebraskahospitals.org) or call (402) 742-8151.

## Lodging for Orientation Retreat

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The Orientation Retreat will be held at the Lied Lodge & Conference Center in Nebraska City. **To guarantee a room at the group discounted rate, you must book your room reservation by February 20, 2020.**

Lied Lodge & Conference Center  
2700 Sylvan Road  
Nebraska City, NE 68410  
(800) 546-5433

Rate: \$119 + tax/per night

**Cut-off date for discounted group rate: February 20, 2020**

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