

The purpose of the UAMS Leadership Institute is to identify and develop leaders who will act as change agents for the entire institution. The participants will have an opportunity to interact with colleagues and professionals from UAMS and extended community in order to gain a better understanding of their personal leadership styles; build relationships; understand the issues facing leaders in the health care/ higher education industry; and gain the skills necessary to create positive change.

## Goals

The UAMS Leadership Institute seeks to:

- Foster an environment where participants can build relationships and work across departmental boundaries
- Acquaint participants with UAMS needs, challenges and opportunities
- Offer an opportunity for the participants to identify problems and generate solutions for critical issues facing UAMS
- Provide participants with the tools needed to develop and enhance their leadership skills

## Criteria for Application

1. Hold the position of director, business administrator, faculty, or the equivalent. (Please contact Michelle Phillips, [mwphillips2@uams.edu](mailto:mwphillips2@uams.edu), with any questions regarding your position.)
2. Professed interest and commitment to leadership
3. Willingness to devote time to the UAMS Leadership Institute
4. Demonstration of effective leadership skills
5. Demonstration of strong interpersonal skills and the ability to build relationships
6. Financial and time commitment of nominee's supervisor for nominee to participate in the program.
7. Completed application

## **Time Commitment**

The Leadership Institute consists of 10 sessions held monthly beginning in March 2012. Included is a **required** overnight orientation session scheduled for March 5-6, 2012 at the Winthrop Rockefeller Center on Petit Jean Mountain.

To graduate from the program, the participants must participate in **90%** of the education sessions; the group project; and final presentation. Additional time may be required to complete the team project.

In addition, 7 lunch meetings will be held on additional topics; ongoing discussions; and project development. All brown bags will be scheduled from 11:30-1:30.

## **Team Project**

The participants will work in teams to complete projects related to an important issue facing UAMS. The details of the project will be decided upon by the group, which will work together to develop a strategic plan related to the topic. The project plans will be presented to the Chancellor, Cabinet and the participant's supervisor at the end of the program.

## **Assessment**

The participants will complete the Birkman assessment that will give insight into their communication and leadership behavior. This assessment produces a variety of reports on the individual that measures usual behavior, needs and stress behavior. The individual will participate in a feedback session and have their report combined with the rest of the Leadership Institute participants to form a team report.

In addition, the participants will complete assessments related to Transformational Leadership and Emotional Intelligence. This information will be combined with the Birkman results to provide the participant with a complete picture of his or her leadership behaviors.

## Curriculum

The UAMS Leadership Institute Curriculum is based on specific skills needed for successful leadership at UAMS. These skills are as follows:

### Personal Effectiveness

- Knowledge of Personal Working Style
- Self-Awareness

### Leading Others

- Visioning and Strategic Planning
- Motivating Others
- Leading and Managing Change

### Health Care Industry Knowledge/UAMS Knowledge

- Political Advocacy
- Legal Issues in Health Care
- What and How of UAMS

### Teaming and Relationship Management

- Collaboration and Communication
- Establishing Trust
- Conflict Resolution

The participants will obtain the skills listed above by attending the education sessions listed in the attached schedule.

## Participation Fee

The participation fee for each participant is **\$1,250.00. Payment is the responsibility of the participant's department.**

## Continued Contribution

Upon completion of the program, the graduates will be asked to do the following:

- Share their experience with their respective departments
- Assist with the development of future leadership programs (provide feedback)
- Serve on the selection committee for future leadership program candidates
- Mentor or partner with future leadership program participants
- Seek leadership opportunities
- Participate in the Leadership Institute Alumni program and its campus-wide projects