



Executive Leadership Institute

The Executive Leadership Institute is the flagship program among The Leadership Institute's three institutes. This six-week program is designed to identify, cultivate and launch existing leaders into higher levels of executive leadership within UTHHealth.

Prospective participant-leaders will apply for, and be selected or sponsored, to participate in this program. Participant-leaders will receive a thorough series of 360-degree and personal leadership assessments to identify strengths, positive leader behaviors and practices. Participants will learn targeted areas for leadership development. In addition, participants will engage in weekly leadership sessions on topics including:

- Leadership and organizational culture
- Leadership complexity and agility
- Leadership dynamics
- Executive presence
- Leading change, change management
- Developing a high performing team, and
- Developing the emerging leaders around them.

The program also concludes with a customized executive-level project experience and ongoing cohort interaction and resources.

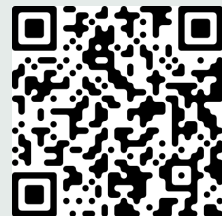
Participants will meet weekly and must be approved by their sponsor.



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Organizational and Talent Development





Management Development Academy

Management Development Academy is an eight-week course dedicated to provide managers with the skills they need to lead and manage individuals on their team. Participants should have at least one direct report. The course is designed to provide hands-on training for supervisory management. Participants will be equipped with understanding UTHealth policies and best practices. They will also be refreshed and motivated to lead their teams to be cohesive, high-performing and productive.

Within the eight weeks, participants receive assessments and materials to help reinforce areas of training throughout the sessions including:

- Overview of UTHealth Policies and Management Expectations
- Supervisory Management Skills
- Managing Diversity
- Understanding Interpersonal Dynamics
- Managing Interpersonal Dynamics and Conflict
- Managerial Leadership and Effective Communication
- Special Topics in Managerial Leadership

There is no cost for your department to attend Management Development Academy.



Available Training Class Offerings

- Building a Culture of Civility
- Developing Presentations and Public Speaking Skills
- Developing a High-Performing Team
- Having Difficult Conversations (Crucial Conversations)
- Leading with Emotional Intelligence
- Managing Diversity in Teams
- Performance Management in Teams
- Principles of Project Management
- Providing Effective Feedback
- Providing Excellent Customer Service
- Strategies for Managing Conflict
- Understanding Generational Differences



Organizational Development and Engagement

New Employee Onboarding - Using a variety of employee feedback channels and communication tools, we provide strategies for engaging new employees from the time of hire throughout their career at UTHealth to improve their time to productivity and level of employee satisfaction.

Employee Engagement - For departments, we also provide engagement and survey tools to help align employees with the organization and department's mission, vision and values to help create institutional impact including:

- Department Culture Survey
- Employee Satisfaction Surveys
- Employee Pulse Survey

Organizational Development - We help to support organizational performance and culture with department level and enterprise wide solutions including:

- Assessing Organizational Culture and Health
- Change Management
- Leadership Succession Planning
- Strategy, Planning and Performance Management
- Performance Improvement



The Leadership Institutes

Women in Leadership Series

A monthly leadership seminar series designed to develop leadership competency and efficacy in women leaders from staff to faculty and executives. The seminar series is open to all UTHealth employees and features notable speakers and nationally recognized speakers from the healthcare industry as well as corporate and non-profit organizations. The objectives of this seminar are:

- To provide diverse perspectives on effective leadership in organizational and healthcare contexts
- To encourage interprofessional collaboration and networking to advance the UTHealth mission
- To provide women with tools and techniques to improve their personal leadership efficacy
- To provide women knowledge about leadership trends (change, strategy, multi-generational, etc)
- To provide understanding about the unique challenges and perspectives women encounter when leading



Emerging Leaders Institute

The Emerging Leaders Institute is designed for newly promoted faculty or staff leaders or existing leaders (mid-career) who have not yet benefited from personal leadership development. Participants receive a personal leadership assessment and profile with engaging group sessions on topics including:

- Principles of leadership
- Understanding organizational culture,
- Team dynamics
- Leadership presence and style.

The program concludes with a customized project experience and ongoing cohort interaction and resources.

Participants will meet weekly and must be approved by their sponsor.