

Managing to Engage & Inspire

May 7-11, 2018

Engage to Inspire creates a five (5) day experience that introduces participants to concepts that can lead to organizational change. The program takes a holistic approach by giving participants exposure to a unique combination of leadership development tools as well as tangible best practices within select hospital operations. This rotation experience is designed to expose learners to key members of the leadership team (clinical and non-clinical) and the leadership skills utilized by members of the team, daily, to successfully run a service line and/or clinical service line within the Best Hospital in Texas. This program will include targeted workshops that provide engaging and thought-provoking discussions which align with the Houston Methodist Leadership Philosophy that great leaders: Serve, Engage, Sustain and Inspire.

Participants who successfully complete this five day workshop will receive a certificate at the end.

Program Outcomes:

Interpersonal Communication

- Gain understanding of the different conflict style types and learn how a person's conflict style can enhance or hinder communication in the workplace
- Lead and facilitate communication in meetings and be able to identify the components of an effective meeting.
- Be able to discuss the concept of purposeful communication and the importance of being fully present
- Speak to how the active constructive to passive destructive continuum supports positive interactions with others

Leadership Development:

- Define employee engagement from both a leadership and employee perspective and apply technique around best practices of engagement
- Gain insight into how to motivate others, manage projects without taking over and move a work unit or team to action through development of persuasion-based objectives
- Gain an understanding of your own leadership/behavioral style and develop the tools necessary to best utilize your leadership style, understand the behavioral style of others, and how to best respond to others for maximum effectiveness and results
- Understand the importance of developing a Vision Statement and how a Vision Statement can drive and guide professional success
- Understand the leadership journey of key members of the Houston Methodist executive team.

Operations Observation - Institutional Advancement

- Gain insight into key initiatives of the assigned department(s) that enhance overall hospital operations within the Houston Methodist system of care. (*See Operations Observation Rotation Selection*)
- Gain best practices in how to effectively manage an administrative department within a hospital setting to maximize impact

The Methodist Experience: Elements of a Leading Medicine Institution:

- Understand the ICARE Value driven culture of Houston Methodist
- Understand how Houston Methodist integrates the Arts to create a healing environment.
- Gain insight into the Methodist Institute for Technology, Innovation & Education and how this world renowned simulation center helps with advances in medicine

Observation Rotation Selection:

Learners will be assigned to rotate in an administrative or clinical department during the Managing to Engage & Inspire experience. Please select the preferred area to observe. Houston Methodist Global recommends participants select the area with which they have current professional experience and/or exposure to at their place of employment.

Non-Clinical Options:

- Biomedical Engineering/Supply Chain
- Business Ethics/Business Practices
- Case Management/Social Work
- Community Development/Philanthropic Engagemen
- Finance/Accounting
- General Hospital Operations
- Clinical Service Line Administration
- Information Technology/IT Security
- Legal/Risk Management
- Marketing/Public Relations
- Patient Safety & Quality
- Patient & Guest Relations
- Physicians Organization
- Spiritual Care
- Human Resources

Clinical:

- Cardiology
- Cardiovascular Surgery
- Critical Care
- Gastroenterology/Digestive Disorders
- General Surgery
- Infectious Diseases
- Neurology
- Neurosurgery
- Oncology
- Ophthalmology
- Orthopedics & Sports Medicine
- Palliative Care
- Pathology
- Pharmacy
- Reconstructive Surgery
- Transplant
- Urology
- Women’s Services

Program Outline: 5 Days

The program will begin with an overview of Houston Methodist including an introduction to the foundation of Houston Methodist – the ICARE values. The initial overview will be followed by a series of workshops designed to help learners achieve the above listed outcomes as well as a rotation within the selected professional department to help the learner gain insight into the operations of Houston Methodist and see how leadership skills are applied on a daily basis. The outline below may be modified as needed by the Global Education & Training Office.

Monday	<ul style="list-style-type: none">• Introduction to Houston Methodist and the ICARE Culture• Managing & Leading to Engage
Tuesday	<ul style="list-style-type: none">• Professional Rotation #1
Wednesday	<ul style="list-style-type: none">• OD Course - Managing & Leading to Inspire• Rotation in Professional Area #1
Thursday	<ul style="list-style-type: none">• Professional Rotation #1
Friday	<ul style="list-style-type: none">• Professional Leadership Strengths Assessment• Lunch & Learn – Leadership Talk• Learning Outcomes Discussion

Program Details:

OD Courses – Leading to Inspire & Engage:

Individuals within a strategic director role must navigate significant changes – building a culture that inspires, turning strategy into reality, understanding political networks, identifying future talent, fostering creativity and innovation, navigating job complexities, and driving performance in the fast-paced health care environment. This course series helps leaders gain insight into two of the four pillars under the Houston Methodist philosophy that strong leaders Inspire, Engage, Serve & Sustain.

Professional Rotation/Observation:

Observation is a shadowing experience that allows learners to observe the day to day operations in regards to areas of interest. Observation includes exposure to meetings, workshops, and will often include specific presentations on the topic of interest to the client to ensure full immersion.

Professional Leadership Strengths Assessment

Through the facilitation of the Houston Methodist Academy for Leadership Learning (HMALL), learners will have an opportunity to gain more insight into their professional strengths and how those strengths can be utilized for positive outcomes in a professional setting.

Program Cost:

The program cost is \$4000 per learner. International learners are responsible for airfare, hotel accommodations and transportation. Houston Methodist Global can provide guidance on accommodation options.

Houston Methodist Global Health Care Services (HMG)

HMG is committed to building health care capacity globally through transferring best practices. HMG offers educational programs designed for healthcare providers and professionals at every stage in their career, providing these individuals with the opportunity to learn using the most advanced technology and processes from HMH. With experienced faculty, established educational infrastructure, and training expertise, HMG has proven ability in coordinating, developing and delivering exceptional educational programs.

The above program is part of HMG's Professional Immersion Program. This program is focused on current and future health care administrative leaders and its primary objective is to enhance learner knowledge through targeted exposure to operations, and support interpersonal development.

All programs can be tailored to more closely fit the learner's needs. Please contact us to learn more.

FOR QUESTIONS CONTACT US:

713-441-2340

GlobalEducation@houstonmethodist.org