



Leadership Development Program

Cohort XVI

Background

As a developing leader in an industry experiencing fast-paced and disruptive changes, the ability to lead effectively has never been more critical nor more marketable. Today's leading healthcare organizations require the talent and skills of strong leaders to influence others in realizing the vision of the organization. The American College of Healthcare Executives (ACHE) – Wisconsin Chapter Leadership Development Program combines site visits, educational sessions, networking activities and events, coaching and mentorship to prepare emerging leaders with the skills to influence others and immediately impact their organizations. The program will enlighten the emerging leader about their leadership strengths and abilities, enhance their knowledge of the healthcare industry, and provide them with the opportunity to immediately apply what they have learned for personal and professional growth. In addition to the core curriculum, the program also offers the emerging leader the opportunity to interact with peers from across the state, receive coaching from successful early careerists and executives, increase exposure in the ACHE Wisconsin Chapter, and the ability to network with Wisconsin's leading healthcare executives.

As a member of the Leadership Development Program, you will:

- Evaluate and enhance your leadership abilities and assess your strengths to add value to your organization.
- Better understand the elements of effective leadership in healthcare.
- Cultivate leadership skills in a supportive environment within a peer cohort.
- Further develop your personal leadership profile.
- Develop a professional network of fellow early careerists.
- Network and build relationships with a variety of healthcare executives throughout Wisconsin.
- Visit sites to learn from senior executives who will offer insights into their career path and lessons learned.
- Receive coaching from alumni of the Leadership Development Program.
- Become a mentor to a student who is pursuing a career in healthcare.
- Attend the ACHE Wisconsin Chapter Annual Conference, with Conference registration fee provided by the Chapter.

**This exciting opportunity is available to early careerist leaders who meet the following criteria:
(occasionally exceptions are made to these general criteria)**

Required

- ACHE Wisconsin chapter member at time of application and throughout the program.
- Has not yet attained the FACHE credential.
- Holds a graduate level degree (including, and not limited to, MHA, MHSA, MBA, MPH, MSN, DNP, MD, PharmD, PhD) or completion of graduate degree within programming year.

Preferred

- Currently in a healthcare leadership role (must include resume, organizational chart and job description).

- Involved in ACHE activities (events, committees).
- Interested in pursuing the FACHE credential.

**Interested chapter members are encouraged to apply or reapply for consideration; criteria (above) are used as a guideline in the selection process.*

Program Details and Key Participant Commitments

- One-year commitment (begins in March 2025).
- The participant is expected to attend WHA Advocacy Day on April 9, 2025 in Madison and the ACHE-WI Annual Conference September 22-24, 2025 at The Chula Vista Resort in Wisconsin Dells, WI.
- In-person attendance (if possible) is required for six full-day site visits.
- Phone participation in ALL conference calls is required (monthly educational topics).
- Completion of a moderate amount of reading, assignments and group work is expected between site visits and conference calls.
- Participation as a mentor to an undergraduate health administration student during the LDP year; participation on Early Careerist Panel on April 14th [virtual] hosted by Future Healthcare Executives (FHE) at the University of Wisconsin-Milwaukee in Microsoft Teams, and Quarterly LDP Mentoring Check-In Calls with all LDP participants and student mentees as scheduled.
- Assignment of an LDP alumni coach/accountability partner to guide and mentor the LDP participant for the duration of the program.
- Participants are responsible for any travel and lodging expenses incurred by participation in the Leadership Development Program.
- Commitment of sponsorship/support of the participant championed by Administrator of their organization.
- Each participant commits to actively contributing in the Leadership Development Program and attending all events, site visits and conference calls unless otherwise arranged in advance.
- Participants agree to respect the time others are dedicating to the Leadership Development Program by arriving on time, staying for the duration of scheduled events, and minimizing outside distractions during sessions.
- Participants agree to come prepared for all sessions with an open mind, ready to engage in learning and dialogue.
- Participants agree to maintain the confidentiality of all sensitive, protected and proprietary information shared.
- The success of the Program is based partly on participant interactions and commitment to the shared learning of the cohort. In the event of unforeseen and emergent circumstances requiring an absence, participants will give notification to LDP leaders and other relevant parties as soon as possible.
- Participants who do not contribute to the Leadership Development Program may be asked to withdraw.
- The participant and organization agree to determine the terms of support and travel associated with attending the Leadership Development Program.
- If a participant resigns from the supporting organization, it is between the participant and the organization to determine the outcome and handling of expenses. Each space in the program is assigned based on the individual applicants. If a participant leaves the organization, the organization will not be able to add a substitute participant in the spot and the participant will remain in the program.

To be considered for the 2025-2026 Leadership Development Program, please complete and submit the online application with uploaded attachments by Friday, January 10, 2025 at 5:00 p.m.