

DEADLINE FOR APPLICATIONS May 7, 2018

Rural Colorado Primary Care Leaders

A program designed for rural primary care leaders to build leadership skills and create a peer network of Rural Colorado Primary Care Leaders around the state of Colorado. This program is funded by The Colorado Health Foundation.



What is the Rural Colorado Primary Care Leaders program?

The Center for Creative Leadership (CCL) partnered with the Colorado Rural Health Center (CRHC) to design and implement an innovative and dynamic program to build leadership skills and create a network of Rural Colorado Primary Care Leaders (RCPCL).

Through a highly facilitative learning approach including: face to face sessions, executive coaching, and virtual learning, this program will create a network of RCPCLs better equipped to attain a more equitable and effective healthcare delivery system for their patients. Forty-eight RCPCLs will be trained over two years. Specifically this program will:

- Strengthen individual and organizational leadership capacity
- Increase collaboration, working across boundaries and effective teaming
- Establish a peer learning network
- Improve capability to manage change and transition
- Develop strategic thinking and influencing skills to achieve greater impact and health outcomes through advocacy
- Improve understanding of state and federal policy and best practice models for primary care reform, integration and transformation

Who would benefit from the Rural Colorado Primary Care Leaders program?

The program is intended to serve rural primary care providers. Those that are eligible include: MD, DO, NP, CNM, PA, RDH, and DDS. Providers should have full support from their leadership to ensure they are able to complete the program. Providers can be brand new out of training or be seasoned in their career – the greater the diversity, the better! There can also be multiple providers in the program from the same healthcare facility, although they will likely be divided into separate groups. An application process to enroll in the program can be found here.

<http://coruralhealth.org/rural-colorado-primary-care-leadership-program> The deadline for applications is May 7, 2018.



What Does the Program Entail?

The program includes three mandatory in-person sessions conducted between July 2018 and April 2019. Between sessions, participants will be supported with individual coaching from certified executive coaches from CCL. Participants must be able to attend all three face-face program sessions and complete all prework. Prework will be up to 3 hours over 3 weeks.

There will be two groups of leaders. Each group will be up to 24 people. Participants will be assigned to one group and will only be required to attend one group of dates from each session. The time commitment includes face to face program sessions (6 days total plus travel), executive coaching (6 hours total), and occasional eLearning courses and webinars. During the face to face sessions there is an expectation of active participation in experiential exercises, dialogue and in group presentations. The group facilitator and your fellow teammates will be available to provide support during all of these exercises.

The sessions will cover the following learning outcomes:

Session 1 Leading Self:

- Understand the difference between management and leadership
- Apply the Direction, Alignment, and Commitment framework of leadership to a key leadership challenge
- Increase awareness of own and others communication style
- Learn and practice tools for coaching others, including a model for giving and receiving feedback to colleagues
- Increase respect for and ability to leverage differences

Session 2 Leading Others:

- Increase self-awareness to improve their ability to work collaboratively
- Understand the dynamics involved in leading people through change
- Learn and practice six boundary spanning leadership practices/tools for improved collaboration

Session 3 Leading in Primary Care:

- Develop self-awareness about their preferred influence styles
- Deepen understanding of the most successful strategies and tactics for influencing others and overcoming resistance
- Understand the importance of leveraging an effective leadership network Primary

A stipend of \$300 plus all travel funds is available to all participants.

Leading Self	Leading Others	Leading in Primary Care
Session 1	Session 2	Session 3
Location: Colorado Springs	Location: TBD	Location: Denver
7/16/18 – 7/17/18 or 7/19/18 – 7/20/18	11/12/18 – 11/13/18 or 11/15/18 – 11/16/18	04/19 Exact dates TBD

What kind of learning environment will be created?

- We will create an inclusive learning environment that will encourage a sense of “confident humility” in each participant. The following agreements will be used to practice “confident humility.”
- Speak your truth- Share from a personal perspective
- Lean into discomfort and lean into each other
- Commit to non-closure – Embrace continuous learning questions than immediate answers
- Embrace paradox – Listen to intuition and intellect to embrace ideas that seem contradictory
- Seek intentionality not perfection – Be intentional about learning and growing through failures and successes rather than being perfect.

Coaching

Experience has shown that people learn in different ways and at different paces. Regardless of the learning style, real development is facilitated by some form of ongoing support. This is especially true for individuals who are trying to effect change at the community level.

Support — Coaches provide encouragement and feedback in a confidential, risk-free setting. Participants can review progress, discuss what is working and what isn't, identify reasons for any setbacks, and consider upcoming developmental opportunities.

Expertise — Coaches can help convert experience in the CCL program to practical applications that specifically relate to participants' job responsibilities and organizational goals.

Accountability — Coaches can provide strong motivation to keep participants' developmental plans on track, encourage professional growth, help identify priorities, and follow through on the goals.



Expertise



Support



Accountability





About the Center for Creative Leadership

The Center for Creative Leadership is a top-ranked, global provider of executive education that develops better leaders through its exclusive focus on leadership education and research. Founded in 1970 as a nonprofit, CCL helps clients around the world cultivate creative leadership—the capacity to achieve more than imagined by thinking and acting beyond boundaries. CCL’s mission is to advance the understanding, practice, and development of leadership for the benefit of society worldwide. For the last 47 years, CCL has done just that, annually serving more than 20,000 individuals and 2,000 organizations including more than 80 of the Fortune 100 companies and working across the public, private, nonprofit and education sectors. In addition, their knowledge has been disseminated to nearly two million people through CCL publications. CCL has consistently been ranked in the Top 10 executive education providers worldwide from Financial Times with the likes of Duke and Harvard. For more information, visit www.ccl.org.

About the Colorado Rural Health Center

The Colorado Rural Health Center (CRHC) is Colorado’s nonprofit State Office of Rural Health. CRHC’s mission is to enhance healthcare services in the state by providing information, education, linkages, tools, and energy toward addressing rural health issues.

Contact Information:

If you are interested in this program, please complete an application here <http://coruralhealth.org/rural-colorado-primary-care-leadership-program> or contact Ashley Mills at amm@coruralhealth.org | 303-407-2031.

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CENTER**

The State Office of Rural Health

