Evidence – Based Leadership Development

It Takes More Than an Excellent Leadership Model

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Evidence-Based Leadership Development

Our Experience Shows...

- Evidence-based starts up front
- Addresses organizational issues and objectives
- Aligns with organizational culture
- Selection of LCW based upon research and efficacy
- Proven leadership development process
- Sustain and support post workshop
- Measure what is important
Evidence-Based Leadership Development Pipeline℠

- Organization Objectives & Culture
- Leadership Model Efficacy
- Proven Implementation Process
- Supporting Sustaining Processes
- Measured Behaviors/Results

Proven Practices ➔ Exemplary Results℠
Healthcare Challenges and Objectives

- Improving Patient Satisfaction
- Addressing Nursing/Staff Shortages
- Retaining Talent
- Improving Patient Safety and Quality
- Leading Organizational Change
- Working Through Healthcare Reform
- Competing Effectively
- Becoming More Efficient
Hospitals with Healthy Workplaces...

- Lower turnover
- Better operating margins
- Better patient outcomes
- Higher patient satisfaction
- Shorter average lengths of stay
- Lower operating costs
- More likely to be recommended by patients
In a Healthy Workplace Associates...

- Have the opportunity to use her/his talents
- Believe that someone cares about them
- Know what is expected of them
- Are committed to the team’s vision
- Receive meaningful recognition
- Have the opportunity to learn and grow
- Feel like what they do matters

Adapted from the: The Gallup Organization
Proven Implementation Approach

- Leadership development steering council
- Senior leaders involved in decisions
- Created and communicated a leadership vision
- Coaching for senior leaders
- Train-the-facilitator
- Cascading approach to development
Sustaining and Supporting Learning

What Makes a Difference

- Individual development plans
- Manager support/follow-up
- Common language
- Internal champions
- LPI 2 workshops
- Internal coaching process & support
Key Outcomes and Results

Measure What Matters

- Kirkpatrick’s Levels of Evaluation
- Behavior Change
- Associate engagement
- Patient satisfaction
- Organizational Performance