

# Penn State Hershey Leadership Academy: Interdisciplinary Leadership Development for Academic Medical Center Professionals

November 11-15, 2013

Through an interdisciplinary effort with the Penn State Smeal College of Business and Penn State Executive Programs, Penn State Milton S. Hershey Medical Center and Penn State College of Medicine is developing a leadership academy. This will provide attendees (physicians, scientists, nurses, and administrators) with the skills required to excel in strategic leadership and management roles in academic health centers (AHC) and health care organizations.

## Program Objectives

The overarching goal of the Leadership Academy is to expand the skills of its participants to lead their health care organization into the future. Specifically, the goals of the program are to:

- Educate participants about the factors affecting health care delivery and health related research
- Provide skills to understand the economics and politics of health care delivery as well as the finances of an academic health center and the funding environment
- Develop the leadership and negotiation skills needed to navigate the institution through change and meet challenges
- Establish a multidisciplinary network of AHC leaders

## Participants

The program is intended for faculty and staff who have interest in leadership positions in the institution, have previous leadership experiences, and have the support of their supervisors or chairs. Priority will be given to faculty and staff at mid-career, or higher level staff with administrative or leadership responsibilities.

## Curriculum

The curriculum is intended to enhance the critical skill sets of participants to lead and make a difference within AHCs. Final course content is under development through a needs assessment conducted by the Penn State Executive Programs Team. Topics may include:

- Understanding the changing health care landscape
- Understanding research funding polities
- Strategic leadership: Managing the cycles of change
- Building your executive presence
- Finance: Closing the gap between perceptions and performance
- Enhancing operational effectiveness within Penn State Hershey and across the system
- Building teams
- Clear and effective communication

Note: Team projects applied to existing organizational challenges will be part of the curriculum.

## Program Benefits

Upon completion, participants will have gained:

- An understanding of strategic leadership
- Improved ability to build and lead effective teams
- Improved negotiation and conflict management skills
- Enhanced business literacy in the areas of finance and research funding
- Knowledge of the overall interaction of the key components of the health care system

## Program Faculty

Faculty will be identified by Penn State's Smeal College of Business and Penn State Executive Programs based on the final curriculum. Faculty will be recognized nationally in their respective fields and also be experienced educators with real world experience. The Penn State Executive Programs team (<http://www.smeal.psu.edu/psep>) offers decades of combined experience in helping clients from more than 150 companies build the organizational and leadership capabilities to deal with today's most pressing business challenges.

## Teaching Methods

Content delivery will include a combination of lecture format, case-based teaching, and team discussions. Participants will have assigned reading to prepare for class. The estimated time for course preparation will be one hour of reading at night during the week of the course. Readings prior to the start of the course will be provided well ahead of time. The cases will be focused on problems relevant to academic health centers and will require participants to make key decisions relevant to the case. The instructor will guide the discussion and summarize key points at the end of the discussion. The networking of participants will also be integral to the exchange of information and learning opportunities.

## Program Location and Organization

Classes are scheduled Monday through Friday November 11–15 and will be held at the University Conference Center on the campus of Penn State Milton S. Hershey Medical Center, 500 University Drive, Hershey, PA 17033. Classes will begin promptly at 8:00 a.m. and finish at 5:00 p.m. Some evening activities will be included related to team projects. Completion of team projects will be a requirement. Participants are expected to "leave pagers at the door" and remain free of other responsibilities so that full attention can be devoted to coursework and the educational experience.

## Program Fee

For Penn State Hershey faculty and staff, the program fee is \$3,000. For employees of Penn State Hershey affiliate hospitals and providers, the fee is \$4,000. All other participants will be assessed at \$4,500. The program fee covers tuition, lunches, coffee breaks, and teaching materials. Cancellations must be made in writing. If a cancellation is received between September 15, 2013 and October 1, 2013, there will be a forfeit of 50% of the program fee. Cancellations after October 1, 2013 will result in 100% forfeiture of the program fee.

## Application and Admission

Completed applications should be submitted by **July 31, 2013**. Applications received after that date will be considered based on availability. Payment is not required at time of application. Admitted applicants will be required to pay the program fee to reserve their place.

## Continuing Education Credit

This live activity is approved for AMA PRA Category 1 Credit.™

## Application Process

Deadline for online application is **July 31, 2013**. Click [here](#) or visit <http://med.psu.edu/web/opd/home> to access the application.

- Support letter from chair or supervisor must be submitted separately by July 31, 2013. Letters should be addressed to:

Ann Ouyang, M.D.  
Penn State College of Medicine  
Associate Dean for Faculty and  
Professional Development, H117  
500 University Drive  
P.O. Box 850  
Hershey, PA 17033

and submitted electronically to  
[dharris1@hmc.psu.edu](mailto:dharris1@hmc.psu.edu).

### Contact information

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