



BHLU

Broward Health Leadership University

Program Overview

www.browardhealth.org/bhlu



Introducing BHLU

- The Department of Learning launched Broward Health Leadership University (BHLU) Spring 2010. An Integrated Leadership Development model with matriculation of all 4 programs designed as a systematic approach to keeping the talent pipeline filled with an element of succession planning.



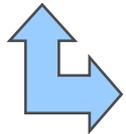
Mission

- The cornerstone of BHLU's mission is developing and sustaining a workplace culture that groom, grow and engage our employee partners via succession planning.



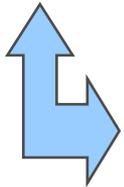
The Model

Mission, Vision, Strategy, Pillars and Core Values



BHLU aligned with organizational culture

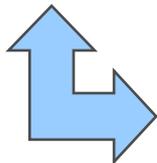
Talent Review Process



Regional talent review committee selects BHLU students

Leadership Development

4 Leadership development Programs for matriculation into a pipeline for talent



Workforce Planning

Internal talent pool possessing high potential for promotion, growth and development

Looking Ahead

- On-line learning: Business Impact Series
- Advance Leadership Program: targeted blended learning
- Course Content Modifications: Cultural Competence vs. Diversity, Increasing EQ, etc.
- Succession Planning
- Experiential Practicum: workforce planning
- Management Hiring Toolkit
- Alumni Association





Harvard Manage Mentor: Rich Media Online Learning

- Concise Vignettes dramatizing common business problems
- Provides key takeaways that can impact common business problems
- Example: Increasing Emotional Intelligence



BHLU Advance Leadership Program

- Curriculum includes:
 - Analyzing Financials
 - Managing Meetings & Productivity
 - Project Management
 - Writing Business Plans
 - Experiential Practicum





Succession Planning



- Regional HR Partnership
- Mentorship
- Six Sigma (*TBD*)
- Business Etiquette Series
- DISC Assessment
- Professional Development (*groom & grow*)



Experiential Practicum: Group Project

The Department of Learning in conjunction with the Leadership University is working to develop the workforce planning component of the certificate programs. The workforce planning supports graduates (alumni chapter) and formulate additional development plans for continued growth. Referenced below are the objectives and key focus areas for BHLU.

OBJECTIVES:

- Improving relationships in business and social settings
- Managing emotions and communicate intelligently
- Understanding the key elements of interviewing well and making a great first impression
- Tips and techniques of improving ones interview skills (do's and don'ts)
- Improving business communication skills and building rapport
- Your professional image and why it's important (dress/image/appearance)
- Elevating the level of confidence in order to set them apart from the competition
- Being polish (tips/techniques/practical suggestions)
- How to network effectively and maintain contacts
- What should the interviewer look for during the interview/business meetings

Workshops:

- Business Etiquette (business meeting do's and don'ts)
- Communicating Effectively
- Interviewing skills and resume writing
- Presence & Image (engaging others)



Management Hiring Toolkit

- Screening Applicants for Emotionally Intelligent
- Behavioral Interview Guide: telephone screening, neutral probes, interview checklist, behavioral questions with scorecard, and evaluation tool
- Streamlining the system-wide management hiring and selection process to target inconsistencies
- Assess potential candidate and if hired address skill deficits via skillsoft



Alumni Association

The purpose of the Alumni Association is to foster a spirit of loyalty, employee engagement and to promote the continual growth and development of the graduates.

- Alumni Circle
- Networking Events
- Book club
- Alumni Profile
- Community Outreach

Goal

The goal of Broward Health's Leadership University is to groom and grow our leaders by essentially enhancing their skill sets and overall performance.

