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# Healthcare Leadership Institute

Jayna Clemens  
jaynac@bgsu.edu

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**Healthcare Leadership Institute**

By

Jayna Marie Clemens

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in partial fulfillments of the requirements for

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The Healthcare Leadership Institute is a program designed to offer high school sophomores an opportunity to develop leadership skills, a professional mentorship relationship, and a better understanding of the variety and diversity of professions in the healthcare field. The Healthcare Leadership Institute also includes a 10-day international immersion trip after the completion of the classroom curriculum. In total, the program lasts the duration of one academic year, with the 10-day immersion trip taking place at the beginning of summer break before they begin their junior year. The international immersion trip will not only allow the participants an opportunity to apply their knowledge gained through the program, but it will immerse them in a different culture and healthcare environment. This experience will help them think about healthcare from a global perspective, while inspiring them to continue their career endeavors in healthcare.

The objectives for the Healthcare Leadership Institute include:

- Demonstrating understanding of personal growth and servant leadership through completion of comprehensive assessments
- Finding their purpose within the healthcare field
- Understanding the diversity and multitude of career paths within the healthcare field
- Fostering a mentorship relationship with a professional healthcare mentor
- Developing skills to effectively network
- Leverage resources to have a successful college admissions process.

## Session 1: Program Overview

### Objectives:

- To engage participants in a discussion about the purpose of the Healthcare Leadership Institute.
- To help participants talk about goals and learning outcomes of the program.
- To connect participants to each other, by having them introduce themselves.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the six learning outcomes of the Healthcare Leadership Institute.
- Formulate at least two personal goals for the Healthcare Leadership Institute.
- Connect Healthcare to leadership and personal development.

### Activities:

- “It’s All About Me” worksheet

### Weekly Challenge:

- Explain to a family member or friend what excites you about the Healthcare Leadership Institute? What was their response?

## Session 2: Expectations

### Objectives:

- To engage participants in a discussion about expectations.
- To help participants talk about their personal expectations within the program.
- To teach practical skills for creating shared expectations within a group.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Define “expectations”.
- Generate at least two personal expectations for themselves within the program.
- Formulate at least two shared expectations with the other program participants.
- Connect expectations to leadership and healthcare.

### Activities:

- *Expectations* worksheet

### Weekly Challenge:

- In your own words, explain to a family member or friend why is it important to create expectations for yourself? Help a family member or friends create two expectations for themselves in the next month? What was their reaction?

## Session 3: SMART Goals

### Objectives:

- To engage participants in a discussion about goals.
- To help participants talk about setting and accomplishing goals.
- To teach practical skills for creating SMART goals.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the five elements of creating SMART goals: specific, measurable, attainable, realistic, time-bound.
- Generate at least two personal SMART goals for the program.
- Formulate at least two shared SMART goals with the other program participants.
- Connect goals to leadership and healthcare.

### Activities:

- *SMART Goals* worksheet

### Weekly Challenge:

- In your own words, explain to a family member or friend what SMART goals are? Help a family member or friends create two SMART goals for themselves in the next month? What was their reaction?



## Session 4: Professional Mentor Relationship Overview

### Objectives:

- To engage participants in a discussion about the Professional Mentor Relationship.
- To help participants talk about the importance of receiving support, guidance and constructive feedback from others.
- To teach practical skills for building relationships.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements of building relationships and constructive feedback.
- Define “mentorship”.
- Formulate at least two personal goals for professional mentorship relationship.
- Connect mentorship relationships to leadership and healthcare.

### Activities:

- *Professional Mentor Relationship: Goals & Expectations* worksheet

### Weekly Challenge:

- Create a list of 5 possible activities you can potentially do with your Professional Mentor.

## Session 5: Professional Mentor Relationship Introductions

### Objectives:

- To introduce the program participants to their Professional Mentor.
- To help participants talk about shared goals and expectations with their Professional Mentor.
- To engage participants in a discussion with their Professional Mentors on a personal level.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify four facts about their Professional Mentor, including their profession and completed education.
- Generate at least two shared expectations with their Professional Mentor.
- Formulate at least two shared goals with their Professional Mentor.

### Activities:

- *"It's All About Us"* worksheet

### Weekly Challenge:

- Reach out to your Professional Mentor and schedule your first meeting.

## Session 6: Passions

### Objectives:

- To engage participants in a discussion about passions.
- To teach practical skills for discovering and developing their passions.
- Understand what it means to connect passions with their career.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Define “passion”.
- Generate at least two possible passions through worksheet.
- Formulate at least two careers that connect to possible passions.
- Connect passion to leadership and healthcare.

### Activities:

- *Developing Passions* worksheet

### Weekly Challenge:

- Discuss your passions with a family member or friend. Ask them what their passions are. What was their response?

## Session 7: Strengths & Weaknesses

### Objectives:

- To engage participants in a discussion about strengths and weaknesses.
- To help participants talk about utilizing feedback to improve strengths and weaknesses.
- To teach practical skills for developing strengths and weaknesses.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify their top five strengths.
- Define “strengths” and “weaknesses”.
- Formulate at least two personal goals for developing strengths and weaknesses.
- Connect strengths and weaknesses to leadership and healthcare.

### Activities:

- Strengths Quest

### Weekly Challenge:

- Discuss your strengths and weaknesses with a family member or friend. Ask them what their strengths and weaknesses are. What was their response?

## Session 8: Personality Traits

### Objectives:

- To engage participants in a discussion about personality traits.
- To help participants talk about their own personality traits.
- To teach practical skills for understanding how their personality traits interact with other's personality traits.
- To connect knowledge about personality traits to self-awareness.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the four elements of their Myers Briggs results.
- Identify the brightness of the four colors of their True Colors results.
- Define "self-awareness".
- Connect personality traits and self-awareness to leadership and healthcare.

### Activities:

- Find participants with the same and different Myers Briggs or True Colors results; discuss similarities and differences amongst yourselves.

### Weekly Challenge:

- Myers Briggs Indicator Test
- True Colors

## Session 9: Conflict Management Styles

### Objectives:

- To engage participants in a discussion about conflict management.
- To help participants talk about emotional intelligence.
- To teach practical skills for addressing and resolving conflict.
- To help participants understand what their conflict management style is.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the five elements of conflict management: competing, compromising, collaborating, accommodating, avoiding.
- Define “conflict management” and “emotional intelligence”.
- Identify personal conflict management style(s) and they connect to emotional intelligence.
- Connect conflict management and emotional intelligence to leadership and healthcare.

### Activities:

- Conflict Management Styles Assessment

### Weekly Challenge:

- Find participants with the same and different Conflict Management Styles Assessment results; discuss similarities and differences amongst yourselves.

## Session 10: Introduction of Leadership

### Objectives:

- To engage participants in a discussion about leadership.
- To teach practical skills for improving leadership skills.
- To help participants understand what it means for leaders to be made, not born.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the three types of leadership, autocratic, democratic, and laissez-faire.
- Define “leadership”.
- Generate examples of personal leadership type(s) in action.
- Connect leadership and healthcare.

### Activities:

- Video: <https://www.youtube.com/watch?v=e-VjisHm4sw>

### Weekly Challenge:

- Show the Leadership video from the session to a family or friend. What was their response?

## Session 11: Social Change Model

### Objectives:

- To engage participants in a discussion about the Social Change Model.
- To help participants talk about the seven elements of the Social Change Model.
- To teach practical skills for implementing the seven elements of the Social Change Model.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the seven elements “C’s” of the Social Change Model.
- Define “Social Change Model” and each of the seven elements.
- Generate at least one example for each of the seven elements of the model.
- Connect Social Change Model to leadership and healthcare.

### Activities:

- *Social Change Model* worksheet

### Weekly Challenge:

- Explain the Social Change Model to a family member or friend. Ask them how they create positive social change in their own lives. What was their response?



## Session 12: Values

### Objectives:

- To engage participants in a discussion about values.
- To help participants talk about value-based decisions.
- To help participants identify 3-5 personal values.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements of value-based decisions.
- Define “values”.
- Formulate at least 3-5 personal values.
- Connect values to leadership and healthcare.

### Activities:

- *Values* worksheet

### Weekly Challenge:

- Explain one of your values to a family member or friend. Ask them what one of their values is. What was their response?

## Session 13: Leadership Styles

### Objectives:

- To engage participants in a discussion about leadership styles.
- To help participants talk about the different leadership styles: relational, situational, servant, task-oriented, charismatic.
- To teach practical skills for identifying personal leadership styles.
- Understand how to implement different leadership styles.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements of different leadership styles: relational, situational, servant, task-oriented, charismatic.
- Define “leadership styles”.
- Connect leadership styles to leadership and healthcare.

### Activities:

- *Leadership Styles* worksheet

### Weekly Challenge:

- Explain your leadership style to a family member or friend. Ask them what their leadership style is? What was their response?

## Session 14: Leadership & Healthcare

### Objectives:

- To engage participants in a discussion about the connection between leadership and healthcare.
- To help participants talk about the purpose of leadership and healthcare.
- To teach practical skills for overcoming challenges to being leaders in healthcare.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements of leadership and healthcare.
- Formulate at least two personal goals for improving leadership skills for healthcare field.
- Connect leadership and healthcare.

### Activities:

- “*Why does the Healthcare field need Leaders?*” worksheet

### Weekly Challenge:

- Find a major leader in Healthcare currently. What is their name, profession, field, level of education, etc.?

## Session 15: Leaders in Healthcare

### Objectives:

- To engage participants in a discussion about leaders in healthcare.
- To help participants talk about becoming leaders in healthcare.
- To search and identify current leaders in healthcare.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify five current healthcare leaders, their profession and accomplishments.
- Generate at least two examples of how to become leaders in healthcare.
- Formulate at least two personal goals for becoming leaders in healthcare.
- Connect leadership and healthcare.

### Activities:

- *"How are you going to become a Healthcare Leader?"* worksheet

### Weekly Challenge:

- Explain to a family member or friend your *"How are you going to become a Healthcare Leader?"* worksheet. What was their response?

## Session 16: Aspects of Health

### Objectives:

- To engage participants in a discussion about different aspects of health.
- To help participants talk about the importance of each of the six aspects health.
- To teach practical skills for achieving all six aspects of health.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the six aspects of health: mental, emotional, spiritual, physical, social, environmental.
- Define six aspects of health.
- Formulate at least one personal goal for valuing each of the six aspects of health.
- Connect aspects of health to leadership and healthcare.

### Activities:

- *Aspects of Health* worksheet

### Weekly Challenge:

- Explain to a family member or friend what aspect of health interests you the most.  
What was their response?

## Session 17: Areas of Healthcare

### Objectives:

- To engage participants in a discussion about the different areas of healthcare.
- To help participants talk about what area of healthcare they have passion for.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify at least three different areas of healthcare.
- Define different areas of healthcare.
- Narrow down area of healthcare that they are most passionate about.
- Formulate at least two personal goals for reaching desired healthcare area.
- Connect different areas of healthcare to leadership and healthcare.

### Activities:

- *Areas of Healthcare* worksheet

### Weekly Challenge:

- Explain to a family member or friend what area of healthcare interests you the most.  
What was their response?

## Session 18: Healthcare Professions

### Objectives:

- To engage participants in a discussion about the different professions in each area of healthcare.
- To help participants talk about what area of professions they have passion for.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify at least three different professions within each area of healthcare.
- Define three different healthcare professions.
- Narrow down healthcare professions that they are most passionate about.
- Formulate at least two personal goals for reaching desired healthcare profession.
- Connect different healthcare professions to leadership and healthcare.

### Activities:

- *Healthcare Professions* worksheet

### Weekly Challenge:

- Explain to a family member or friend what healthcare profession(s) interest you the most. What was their response?

## Session 19: Networking

### Objectives:

- To engage participants in a discussion about networking.
- To help participants talk about the importance of networking events.
- To teach practical skills for improving networking skills.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the three elements of networking.
- Define “networking”.
- Formulate at least two personal goals for improving networking skills.
- Connect networking to leadership and healthcare.

### Activities:

- “How to Network” worksheet

### Weekly Challenge:

- Network with at least one individual, preferably a Healthcare Professional this week. What is their name, profession, field, level of education, etc.? What was one piece of advice that they gave you?



## **Session 20: Networking with Professional Mentor**

### Objectives:

- To engage participants in a networking event.
- To help participants experience networking.
- Plan and execute a networking event for all Professional Mentors and participants.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Enact three elements of networking during networking event.
- Formulate at least two personal goals for networking event.
- Connect networking experience to leadership and healthcare.

### Activities:

- Networking Event notes

### Weekly Challenge:

- Reach out to at least one individual that you met at the Networking Event, other than your Professional Mentor. What is their name, profession, field, level of education, etc.? What was one piece of advice that they gave you?

## Session 21: Post High School Plan

### Objectives:

- To engage participants in a discussion about post high school plans.
- To help participants talk about post high school plans.
- To teach practical skills for creating post high school plans.
- To connect post high school plans with desired healthcare profession.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Generate at least two post high school plans.
- Formulate at least two personal goals for accomplishing post high school plans.
- Connect post high school plans to leadership and healthcare.

### Activities:

- *Post High School Plan* worksheet

### Weekly Challenge:

- Explain your post high school plan with a family member or friend. What was their response?

## Session 22: Post High School Preparation

### Objectives:

- To engage participants in a discussion about post high school preparation.
- To help participants talk about post high school preparation
- To teach practical skills for creating post high school preparation.
- To connect post high school preparation with desired healthcare profession.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Generate at least two post high school areas of preparation.
- Formulate at least two personal goals for preparing for post high school plans.
- Connect post high school preparation to leadership and healthcare.

### Activities:

- *Post High School Preparation* worksheet

### Weekly Challenge:

- Reach out to an Admissions Counselor of an institution that has your desired post high school education. What advice did they give you?

## Session 23: College Visit

### Objectives:

- To engage participants in a discussion about attending college.
- To help participants talk about different aspects of college.
- To teach practical skills for succeeding in college.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements of college education.
- Generate reasoning for attending college.
- Formulate at least two personal goals for attending college.
- Connect college education to leadership and healthcare.

### Activities:

- Campus Tour

### Weekly Challenge:

- Do you think you want to attend college? If so, what is your list of top five schools?

## Session 24: Future Planning with Professional Mentor

### Objectives:

- To engage participants in a discussion about their futures.
- To help participants talk about future of relationship with Professional Mentor.
- To teach practical skills for succeeding in future.
- Understand what it means continue professional relationships.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements of their future in healthcare.
- Formulate at least two personal goals for accomplishing plans for future.
- Connect future to leadership and healthcare.

### Activities:

- *Future Plans* worksheet

### Weekly Challenge:

- Explain your future plans with your Professional Mentor. What was their response?  
What advice did they give you?

## Session 25: Reflection

### Objectives:

- To engage participants in a discussion about reflection.
- To help participants reflect on experiences within program.
- To teach practical skills for reflection.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the key elements of Healthcare Leadership Institute.
- Define “reflection”.
- Formulate at least two personal goals for committing to daily reflection.
- Connect reflection to leadership and healthcare.

### Activities:

- *Reflection worksheet*

### Weekly Challenge:

- What are the personal advances you will take away from your experience in the Healthcare Leadership Institute?

## Session 26: Immersion Trip Introduction

### Objectives:

- To engage participants in a discussion about immersion trip.
- To help participants talk about purpose of the immersion trip.
- To help participants talk about purpose of global healthcare.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Identify the elements immersion trip and global healthcare.
- Define “immersion trip” and “global healthcare”.
- Connect Immersion Trip to leadership and healthcare.

### Activities:

- *Purpose of Trip* worksheet

### Weekly Challenges:

- Explain the purpose of the Immersion Trip with a family member or friend. What was their response?

## Session 27: Immersion Trip Expectations

### Objectives:

- To help participants talk about expectations for the immersion trip.
- To help participants create expectations for the trip.
- Understand what it means to have an embrace global healthcare.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Create at least five expectations for the trip.
- Generate at least five goals for the trip.
- Complete *Trip Goals & Expectations* worksheet.
- Connect immersion trip to healthcare profession.

### Activities:

- *Trip Goals & Expectations* worksheet

### Weekly Challenge:

- Explain your expectations of the Immersion Trip with a family member or friend.  
What was their response?



## **Session 28: Immersion Trip Agenda**

### Objectives:

- To engage participants in a discussion about the immersion trip agenda.
- To help participants talk about the different aspects of the agenda.

### Learning Outcomes: *As a result of attending this immersion trip, participants will be able to...*

- Identify elements of the trip that are going to be challenging.
- Identify elements of the trip that are going to be rewarding.
- Formulate at least two personal goals for the immersion trip.
- Connect immersion trip to leadership and personal growth.

### Weekly Challenge:

- Explain to a family member or friend what excites you the most about the Immersion Trip? What was their response?

## 10-Day Immersion Trip

### Objectives:

- To engage participants in a discussion about cultural aspects of healthcare.
- To help participants talk about global healthcare.

### Learning Outcomes: *As a result of attending this session, participants will be able to...*

- Connect Immersion Trip to leadership and healthcare.

### Activities:

- Healthcare Facility Tours
- Shadowing Healthcare Professionals
- Networking Event with Local Healthcare Professionals
- Tourist Activities & Adventures

### Daily Challenges:

- Network with at least one new individual today. What is their name, profession, field, level of education, etc.? What was one piece of advice that they gave you?
- What was one leadership skill that you used today? What was the response from those around you?