

Making the Middle Count

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**University
Health System**

Stand up for the Middle!

- Who:
Is a middle child?



Stand up for the Middle!

- Who:
Sat in a middle seat
on the plane?



Stand up for the Middle!

- Who:
 - Absolutely adores their middle name?
 - Can give some connotations of middle?

Some Great Middles

- Oreos
- Twinkies
- Hostess Cupcakes
- Tootsie Roll Pops
- In and Out Burgers



And, of course,

- Middle Managers



The University Health System Strategy

It's all about :

- Alignment
- Rigor and
- Silo-busting





INSTITUTE *for* LEADERS

Performance Leadership Academy

Executive Directors
Administrative Directors
Directors
Medical Directors

Succession
Planning
Leadership
Development

Management Development Academy

Team Leaders
Supervisors • Managers
Charge Nurses
Patient Care Coordinators

Succession
Planning
Leadership
Development

New Directors' Mentoring Program

New Administrative
Directors
New Directors

Competency
Mastery
Professional
Development

Leadership Academy for Physicians

University
Health System
Physicians

Succession
Planning
Leadership
Development

Management Development Academy

The Alignment with strategic foundation,
Triple Aim Plus

- Quality and Outcomes
- The Patient Experience
- Efficiency
- Access to Care



Management Development Academy

The Rigor

- One year program
- 11 competencies
- Maximum of 60 participants (30 clinical)
- Nominated by Vice-Presidents and Directors

Management Development Academy

Nomination Criteria

- Sound Judgment
- Communication Skills
- Customer-focused
- Proven Team Participation
- Leadership
- Commitment to Completion
- Demonstrated Devotion to Mission, Vision, Values

Management Development Academy

Silo-busting

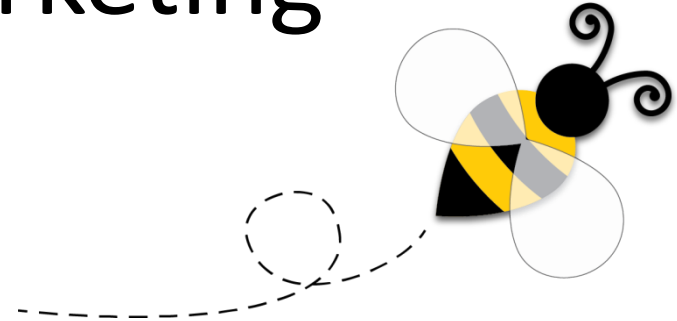
- Collaborates across the Organization
- Mix of Clinical and Other Managers
- Multi-disciplinary Small Group Projects

Results

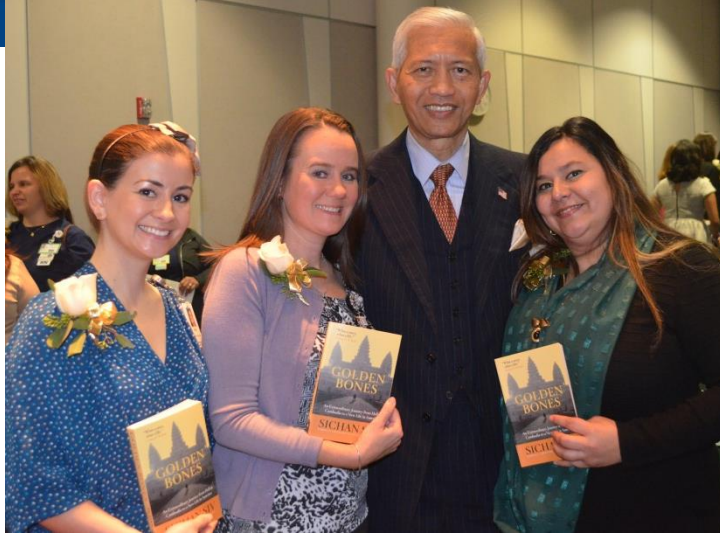
- 95% Completion Rate
- 88% stated content directly related to their jobs
- 3 promoted to director positions

Branding and Marketing

- Creating a “Buzz”
- Branding Exclusivity
- Celebrating Success







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