

LEADERSHIP DEVELOPMENT COMMITTEE CHARTER

Chair: Tina Whalen

Champion: Deb Larsen

MISSION

To develop, mentor, and promote leadership in support of the ASAHP mission and vision.

DELIVERABLES

1. Develop online leadership programs
2. Develop a mentorship program
3. Develop a peer coaching program
4. Continue leadership program for members/aspiring deans (pathways)
5. Recruit healthcare industry leaders/experts to the Board; encourage collaboration with healthcare industry

MEASURES OF SUCCESS

1. Online leadership program with x courses developed and piloted by...
2. A mentorship program with mentors and mentees matched by...
3. Peer coaching program created by...
4. Annual Leadership Development Program implemented by...
5. Number of healthcare industry leaders recruited to board

PRIORITIES FOR EXECUTION

1 Online Program

1. Build and administer needs assessment for membership to determine unique leadership needs/pathways
 - a. Audience/Who/Role (Deans, Associate Deans, new leaders, ...)
 - b. What are their needs, topics, best format
 - c. Include definitions of roles (clarity around who needs training)
2. Research member resources (who is doing this already)
3. Contact Rutgers leadership development group and discuss creating online modules specific to health professions
4. Design a curriculum and materials
 - a. Case based learning – Simulation (web based) cohort with Associate Dean
5. Decide if ASAHP will design and build online program itself, or partner/buy online program
6. Research hosting
7. Run pilot program to test
8. Finalize and implement online leadership development

PRIORITIES FOR EXECUTION

2 Mentor Program

1. Create needs assessment for mentorship program (need? mentor others?)
2. Create desired goals/outcomes for mentorship program
3. Design leadership mentorship peer program
4. Identify pool of mentors (record of leadership success)
5. Identify pool of mentees
6. Match mentors and mentees
7. Execute mentorship program
8. Collect data and feedback on success of program

3 Peer Coaching

1. Create needs assessment for peer coaching (do you need it, would you coach)
2. Create desired goals/outcomes for peer coaching program
3. Design initial peer coaching program
4. Identify pool of coaches (LDP grads)
5. Identify pool of coachees
6. Develop matching process (match coaches and coachees)
7. Pilot peer coaching program
8. Collect data and feedback on success of program

4 Leadership Development Program

1. Create needs assessment for members (Leading in crisis, faculty evaluation,...)
2. Contact Rutgers/other member's leadership development programs for ideas, resources, speakers, facilitators, ...
3. Design program for Associate Deans, Executive Level, both?
4. Build pool of internal speakers/leaders/facilitators
5. Build pool of external, industry speakers/leaders/facilitators
6. Expand LDP program to annual offering
7. Pilot expanded LDP
8. Collect feedback on success of pilot
9. Finalize and implement new LDP for members

5 Recruitment

1. Survey board and members to determine type of healthcare industry leaders desired on ASAHP board
2. Determine number of board positions to create for healthcare industry leaders
3. Create priority list of healthcare leaders for recruitment
4. Create marketing/pitch describing benefits of ASAHP board membership to potential healthcare leaders
5. Recruit potential members
6. Select healthcare industry board member(s)