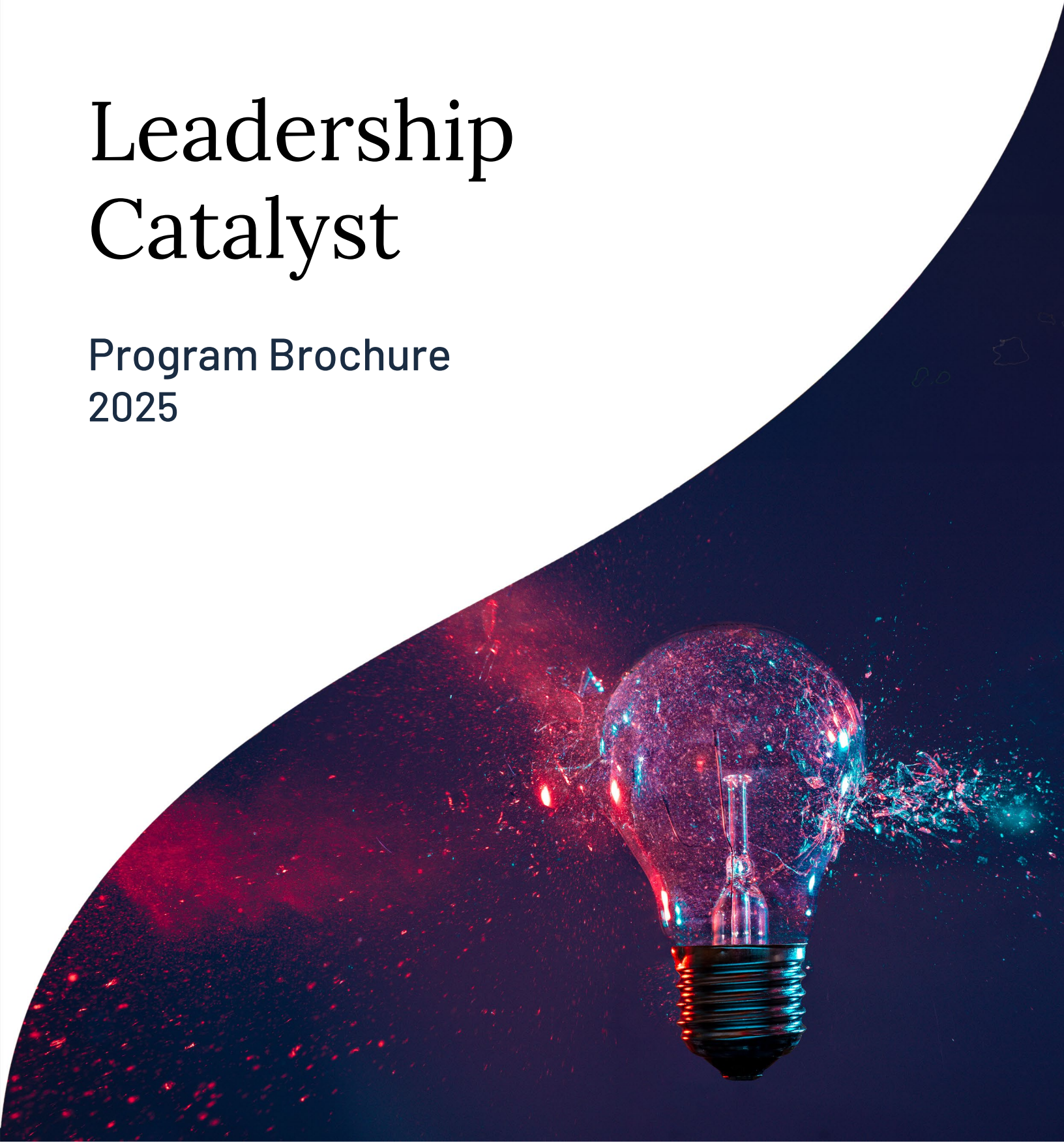


Leadership Catalyst

Program Brochure
2025



Welcome to Leadership Catalyst!

Leadership Catalyst is a five-month cohort program focusing on critical executive mindsets to develop Mission-inspired, highly capable executives to fulfill our Mission and deliver on our Vision.

Who is This Program For?

Designed for executive leaders new to their role (between 6-12 months), Leadership Catalyst provides developmental frameworks and essential skills to support executive success in role transition.

Leaders will have the opportunity to address key challenges presented by senior executives as part of the learning experience.

This program is offered through Providence Leadership Academy in an effort to develop highly capable, Mission-inspired leaders that bring about excellence in healthcare delivery in the communities we serve.

What Will I Gain from This Program?

During this program you will:

- Assess and develop capabilities in **three critical mindsets**: System, Innovative and Executive, and **Providence Leadership Skills**
- Gain role clarity and success leveraging the **Leadership Pipeline Model**
- Learn how to navigate the **VUCA landscape** and its impact for current and future roles in healthcare


What is Required of Me?

We ask that you discuss this program commitment with your one-up beforehand to develop a plan that allows you to balance this with your other responsibilities.

The time commitment required for this program is between 40 hours, including program sessions and self-managed personal and localized project work over the course of five months.

Leadership Catalyst

Program-at-a-Glance

Orientation	Kick-Off	Session 2	Session 3	Session 4	Final Session
May 1, 2025 1 hour – Virtual Instructor-led	May 21-May 22, 2025 In-Person	June 26, 2025 3 hours – Virtual Instructor-led	July 24, 2025 3 hours – Virtual Instructor-led	August 21, 2025 3 hours – Virtual Instructor-led	September 18, 2025 8 hours – In-Person
Catalyst Launch Overview program design, expectations and deliverables, with self-reflection.	Catalyst Launch Executive Leadership in a volatile, uncertain, complex, and ambiguous environment: Presently Equipped and Future Prepared Leadership Pipeline model & 3 Executive Mindsets	System Mindset Meet the System’s goals for growth and organizational health	Innovative Mindset Serve our Mission as well as the evolving market and community health needs	Executive Mindset Act in the organization’s best interests, and inspire accountability and win-win solutions	Application & Reflection Share your perspective on professional growth and present an Application Project Feedback and Panel Discussion with Executives Celebration
		 Catalytic Discussions: Engage with Executives and your peers to discuss implications and applications of each mindset			

Sponsors and Executive Presenters

Program Sponsors:

- Douglas Meyer, Director Talent Development

Past Executive Presenters*:

- Joel Gilbertson, Central Division Chief Executive
- Sara Vaezy, Chief Strategy and Digital Officer
- Greg Hoffman, Chief Financial Officer

Faculty:

- Douglas Meyer, Director Talent Development
- Thomas Nielsen, Principal Consultant
- Trehia Rohde, Senior Talent and Organizational Development Consultant, Facilitation Team Lead
- Jeanette Ebaló-Gangoy, Principal Talent Management Consultant

Program Manager:

- Cori Wilson, Program Manager

**Executive Presenters are subject to change with each cohort
 For additional information contact LeadershipDev@providence.org*

What is Leadership Catalyst?

Leadership Catalyst endeavors to support new executive leaders by providing developmental frameworks and essential skills to support success in role transition. New executive leaders will have an opportunity to assess and build their System, Innovative and Executive mindsets, feel empowered to drive mission-inspired change and lead their caregivers through the ever-evolving healthcare landscape.

Who is eligible to participate?

Leaders new to an executive role (between 6-12 months) are eligible to participate in Leadership Catalyst.

What is the time commitment to complete Leadership Catalyst?

Leadership Catalyst will require 40 hours of your time, completed over the course of five months. This is a hybrid program with an in-person kickoff, virtual facilitated components and an in-person final session. Each virtual session is 3 hours. In-person sessions are 2-day events.

Will I receive CEs for completing Leadership Catalyst?

Continuing Education (CE) credits are not offered in this program.

What if I miss one or more live sessions?

Leaders need to attend all sessions. Reach out to a project team member as soon as possible to discuss any concerns regarding attendance.

Is there an option to make up sessions?

There is no option to make up missed sessions.

What role does my one-up play in Leadership Catalyst?

Please review this opportunity with your leader and request their support in adjusting current responsibilities to ensure full participation to make the most of this development opportunity.

Whom do I contact for more information on Leadership Catalyst?

Connect with the Leadership Development team at Leadershipdev@providence.org to learn more about Leadership Catalyst.