

Leadership Impact

Program Brochure
2025



Welcome to Leadership Impact!

Leadership Impact is a two-month, cohort-based program for mid-level leaders (leaders of leaders) new to their role, to support their successful transition and growth as a mission-inspired leader.

Providence Relies on Mission-Inspired and Capable Leaders

Providence's success depends on having capable leaders of leaders, who effectively translate our Mission and strategic goals into operational plans for our caregivers and drive change to transform our organization in response to changing market conditions. *Leadership Impact* provides focused development experiences to ensure that mid-level leaders excel in their roles.

Who is This Program For?

Leadership Impact was designed for mid-level leaders who have been in their roles at Providence between 6 and 12 months.

Program At-a-Glance

| Session 1 | Session 2 | Session 3 | Session 4 | Session 5 | Session 6 |
|---|--|---|--|---|---|
| September 10, 2025 9-11am / Virtual Instructor-led | September 22, 2025 9-11am / Virtual Instructor-led | October 8, 2025 9-11am / Virtual Instructor-led | October 22, 2025 9-11am / Virtual Instructor-led | November 5, 2025 9-11am / Virtual Instructor-led | November 19, 2025 9-11am / Virtual Instructor-led |
| Kick-Off An introduction to the program, learning platform, and resources that will help you through the course of the program. | Leading with Mission and Strategy Nancy Jordan, Chief Mission Officer, PCN | Leading Through Change Michael Robinson, Chief Community Health Officer | Leading in a Complex Organization Lucas Divine, Executive Director Strategy and Planning | Developing Your Team Daniel Hronek, Chief Nursing Officer | Final Session Final presentations. Participants share their "Note to Younger Self" with colleagues and reflect on lessons learned throughout the program. |

All sessions are run virtually on Pacific Time.

Leadership Impact

Program Overview

Leadership Impact will engage you in these development experiences:

- **Virtual cohort learning**, with live, interactive webinars every 2 weeks.
- **Self-guided learning** through carefully curated content*.
- **Live discussions with key Executives**, as they share their experiences, challenges, and strategies for success.
- **Group coaching sessions** where you and other leaders discuss development opportunities, challenges, and insights gained.
- **Final project**, where you share your Leader Impact Plan with your peers and one-up.

*Curated content provides:

- What capable looks like for each topic.
- Videos from top leaders, podcasts, articles, and more.
- Reflection questions to stimulate your thinking about your leadership development journey.
- Ideas for applying each capability to increase your impact.

What Will I Gain from This Program?

During this program, you will:

1. Gain a deeper understanding of your new priorities, shift how you manage time, and identify skills you need to develop as a mid-level leader.
2. Shift to leading more strategically.
3. Enhance your ability to translate mission and strategy for your caregivers.
4. Develop your ability to lead change and build commitment to it.
5. Create a culture of career growth on your team.
6. Develop supportive professional relationships with other mid-level leaders.

Leadership Impact

What's In It for Me?

The landscape of our industry is evolving. Our CEO, Erik Wexler, has emphasized the importance of preparing for major change in our industry and in Providence. As you contemplate the changes that lie ahead, have you considered these questions?

- How do I add value and remain relevant in my role?
- How do I want to show up as a leader?
- What would ease my way in my leadership transition?

Leadership Impact provides a space for conversation and growth. You will engage with your peers and executive faculty to explore topics such as:

- *Operational Effectiveness*: Gain deeper insight into organizational operations and your role in successfully leading initiatives.
- *Skill Activation*: How you and your team add value and create readiness for future challenges.
- *Leadership Presence*: Demonstrate courageous leadership and lead with purpose and compassion.
- *Thought Leader*: Enhance your knowledge of the business environment, integrate multiple perspectives into strategy, and facilitate creativity in others.
- *Personal Wellbeing*: Prioritize your wellbeing, take ownership of your growth, and seek to understand yourself and your impact on others.

What is Required of Me?

Leadership Impact is a two-month learning journey which requires that you attend six virtual sessions (2 hours each), held every two weeks, plus work on your personal development plan.

We ask that you discuss this program commitment with your one-up beforehand to develop a plan that allows you to prioritize your development in concert with your other responsibilities and make the most of this opportunity.

Leadership Impact

Sponsors and Contributors

Program Sponsors

- Sandi Murray, Chief Learning Officer
- Douglas Meyer, Director Talent Engagement & Development

Executive Faculty*

- Lucas Divine, Covenant Executive Director Strategy and Planning
- Daniel Hronek, Covenant Chief Nursing Officer
- Nancy Jordan, Providence Clinical Network Chief Mission Officer
- Michael Robinson, Chief Community Health Officer

Coaches and Facilitators

- Karen Davis, Senior Principal Learning and Development Consultant
- Thomas Nielsen, Principal Learning and Development Consultant
- Jeanette Ebaló-Gangoy, Principal Talent Management Consultant
- Janet Backes, Senior Talent and Organizational Development Facilitator
- Leonard Gilliard, Talent and Organizational Development Facilitator
- Trehia Rohde, Senior Talent and Organizational Development Facilitator
- Andrew Williams, Senior Talent and Organizational Development Facilitator

Delivery Team:

- Liz Erion-Page, Program Manager, Leadership Development

** Executive presenters are subject to change with each cohort.*

For additional information contact LeadershipDev@providence.org

Frequently Asked Questions

What is Leadership Impact?

Leadership Impact is a two-month, cohort-based program for new mid-level and director-level leaders, designed to facilitate their transition and enhance leadership skills. It includes six sessions featuring discussions with Senior Executives, peer conversations, and curated content.

Who is eligible to participate?

Leadership Impact is a program designed for mid-level leaders (leaders of leaders), in role for 6-12 months.

How do I enroll in Leadership Impact?

You will receive an invitation email which contains a link to accept or decline enrollment.

Is participation in Leadership Impact mandatory?

No, it is not mandatory, but highly recommended to enhance the knowledge and leadership skills vital for success in your new role.

What is the time commitment to complete Leadership Impact?

The program spans two months, with six virtual sessions (2-hours each) held biweekly. Expect 1-3 hours of self-directed learning outside of sessions, plus a final presentation to complete the program.

Will I get CEs for completing Leadership Impact?

No, Leadership Impact does not offer CEs at this time.

Will I receive a certificate of completion at the end of the program?

Yes, if you attend all 6 live sessions and complete the brief pre-program and post-program assessments you will receive a certificate of completion.

What if I miss one or more live sessions?

Notify the teaching team in advance if you cannot attend. You can still review the modules on NovoEd (see below for details), but attending all sessions is recommended to benefit from faculty insights, peer interactions, and group activities. Participation will enhance your final presentation and prepare you for success in your new role.

What is NovoEd?

NovoEd is an online learning platform for cohort programs that offers a unique, collaborative experience.

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

Your one-up is informed of your participation. Discuss the program with them to balance your commitments and maximize this development opportunity.

Leadership Impact

Testimonials from 2024 Participants

"I feel blessed to have a peer group who have shown me that I am not alone in my self-doubts. I am grateful for the leaders who have shown the courage to be vulnerable and have the humility to share the path forward of continuing to grow."

"Wow, I have done a lot of trainings, but nothing as efficient and impactful in such a short time as this. Thank you!"

"I've been a part of other Providence leadership development courses, and this was by far the most meaningful and useful."

"I'm so grateful for the honesty and the challenges others have shared. This has normalized my experience as a developing leader. The humility, vulnerability, and openness are inspiring and encouraging."

"The willingness of peers to share their struggles and successes with vulnerability helped me feel connected through shared experiences."

This program is relevant to my role.



4.75 Average Rating

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