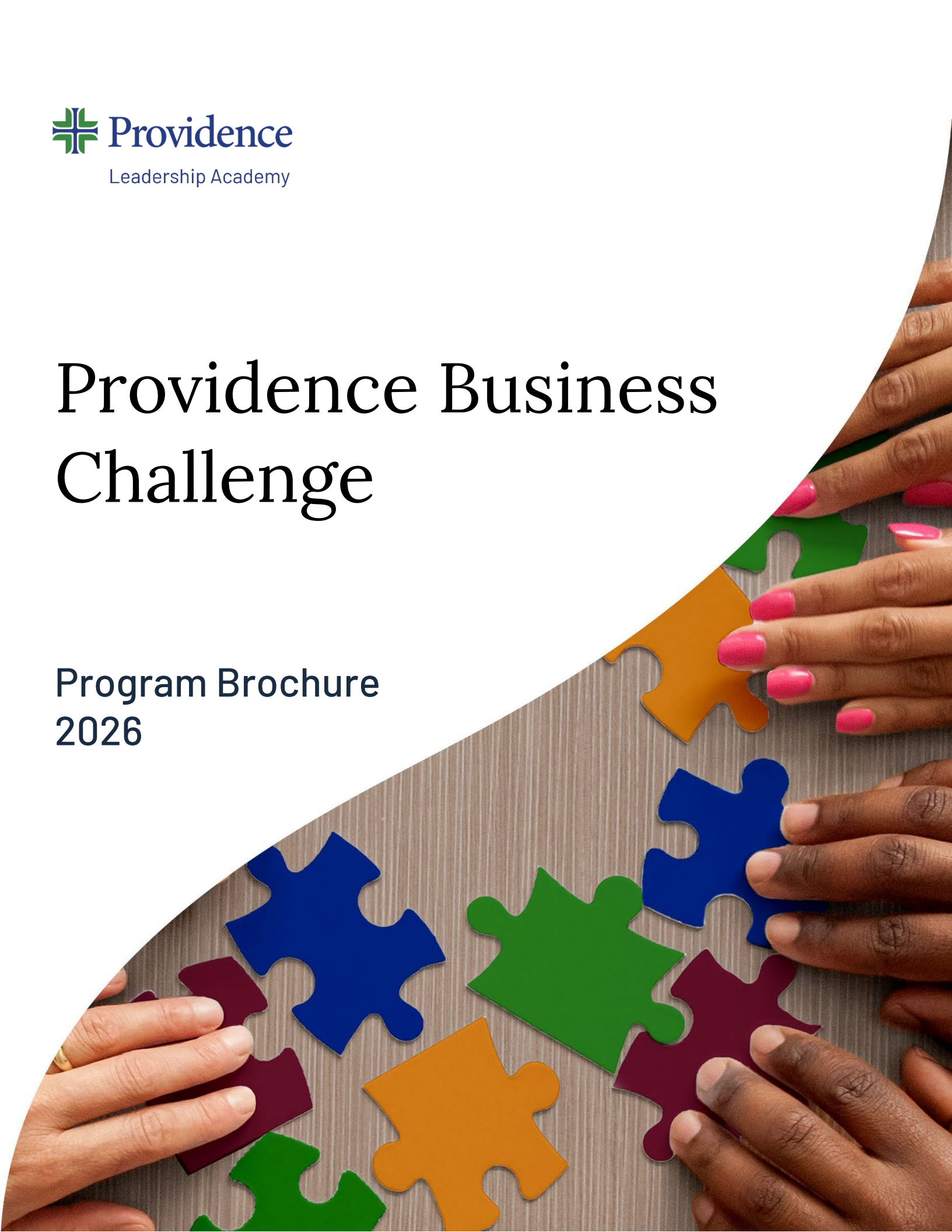




# Providence Business Challenge

Program Brochure  
2026



# Welcome to the Providence Business Challenge!

*The Providence Business Challenge is a 6-month, cohort-based growth experience designed to **accelerate your readiness** for executive leadership.*

## Who is This Program For?

Each year, 60 high-potential, director-level leaders – this year with exclusive Clinical focus – representing a variety of divisions and lines of business attend this experience that serves as both a development space and “think tank” for Providence.

Participants are nominated based on prior talent reviews and consultations with divisional executives and HR. Key considerations include career placement (high potential), readiness for next role, caregiver experience scores, and diversity. In addition, nominees exemplify our Mission and demonstrate commitment to our values.

## What Will I Gain from This Program?

For program alumni, we see a trend towards a higher promotion rate and retention level compared to core leaders in general. During this program you will:

1. Expand your **Providence leadership skills** important for executive leadership.
2. Grow your **mission-inspired leadership**.
3. Sharpen your strategic and analytical skills by solving a **strategic Providence business challenge**.
4. Gain experience **presenting to executive councils**.
5. **Build and extend networks** important in both your current and future roles.

## What is Required of Me?

The monthly time commitment required is between 1 and 1.5 days, including program sessions and self-managed, group project work.

## Program Overview

The Providence Business Challenge engages you in these development experiences:

- **Team-based project work** to develop recommendations for solving a strategic Providence business challenge.
- **Leader-as-teacher workshops** by Providence executives and subject matter experts.
- **Learning from peers** by discussing leadership challenges and sharing insights.
- **Self-guided learning** supports the ongoing team-based project work.
- **Self-awareness** made possible through a comprehensive leadership assessment and ongoing feedback from your program peers.
- **Check-ins with project sponsors (Providence senior executives)** focused on:
  - Collaborative problem-solving of a challenging, critical issue with multi-functional team members.
  - Business challenge recommendations that participants develop and present to an executive panel, for consideration and potential adoption after the program ends.
  - The learning experience itself, to maximize the development of self-awareness and Providence leadership competencies.

## Program-at-a-Glance

Kick-Off	Development Focus	Problem-Solving & Innovation	Value-Based Economics	Leading with Mission & Strategy	Leading in a Complex Organization	Present Recommendations
90 minutes Virtual	1 day Virtual	4 hours Virtual	4 hours Virtual	4 hours Virtual	4 hours Virtual	1 day Virtual
360 Assessment	Sponsor Kick-Off	Innovation Workshop	Value-Based Care Workshop	Project Sponsor Check-In	Project Sponsor Check-In	Dry Run Presentations
	Project Team Enrollment	Project Sponsor Check-In	Project Sponsor Check-In	Leading with Mission & Strategy	Creating Vertical & Horizontal Alignment	Presentation to Executives
	Development Focus / Goals	Mission Inspired Leadership	Individual Feedback	Peer Consultation	Peer Consultation	

← Team-based project work (40-50 hrs) to resolve a strategic business challenge →

Self-awareness
  Project work
  Learning from others
  Self-guided learning

## Sponsors and Guest Speakers\*

### Program Sponsors

- Sandi Murray, Chief Learning Officer

### Challenge Sponsors

- Dan Kelly, Chief Nursing Officer (South Division)
- Brendan Lloyd, Chief Medical Officer (Providence Clinical Network)

### Guest Speakers

- Sandi Murray, Chief Learning Officer
- Douglas Meyer, Director Leadership Development

### Faculty

- Douglas Meyer, Director Leadership Development
- Thomas Nielsen, Principal Talent Management Consultant
- Trehia Rohde, Sr. Talent and Organizational Development Consultant
- Ben Gerstle, Sr. Program Manager

## Testimonials from Past Participants

*"We're all really busy... some days we're doggy paddling. I would look at this not as something to add to your plate but to enhance your plate... it's an investment in yourself, in your caregivers. I have enjoyed every minute of this."*

### Kirsten Thrower

AVP, System Clinical Nursing Informatics

*"Since I started this program, I've become much more aware of the [leadership competencies] and trying to home in on them... I was in survival mode and doing the best I could. But I really understand that in order to move ahead I need to demonstrate those competencies."*

### Lora Horn

Director of Nursing, Portland Medical Center

[Listentowhatotherparticipantshave said about the Providence Business Challenge](#)

\*Sponsors and Guest Speakers are subject to change with each cohort  
For additional information contact [LeadershipDev@providence.org](mailto:LeadershipDev@providence.org)

## **What is Providence Business Challenge?**

Providence Business Challenge (PBC) engages high-potential director-level talent in a six-month development experience solving current Providence business challenges. Through team-based project work, participants develop and present strategic recommendations to executives. The program provides guidance from executives and subject matter experts to support participant growth in key leadership competencies.

## **Who is eligible to participate?**

PBC is a nomination-based program for high potential director-level leaders across divisions and lines of business. Nominations are based on talent review data and are chosen in recognition of their strong potential growth as a Providence leader. They exemplify the Mission and demonstrate strong commitment to our values. Nominees are sent to the divisional/regional talent leaders and CHROs for final review and approval.

## **How do I enroll in Providence Business Challenge?**

This is a nomination-based program. You can enroll after receiving an invitation by replying to the invitation email.

## **Do I have to complete PBC if I am nominated?**

Participation is not required but is highly encouraged and recommended. Please review this opportunity with your leader and decide whether to participate; consider the time commitment and adjust current responsibilities to ensure full participation to maximize this development opportunity.

## **What is the time commitment to complete PBC?**

PBC is completed virtually over the course of 6 months. The intervening monthly time commitment required is between 1 and 1.5 days, including program sessions and self-managed group project work.

## **Will I get CE's for completing PBC?**

Yes. PBC is accredited by ACCME to provide 24 AMA PRA Category 1 credits™. Certified activities sponsored by CME providers are accredited by either the Accreditation Council for Continuing Medical Education (ACCME) or an ACCME-recognized state medical society. Accredited CME providers ensure that activities certified for *AMA PRA Category 1 Credit™* meet all requirements of both the AMA and their accreditor (ACCME).

## **What if I miss one or more live sessions?**

Notify the program team ahead of your absence. Reach out to a project team member after the session to catch up. We will record certain portions and make them available via our Team's channel.

# FAQs

## **Is there an option to make up sessions?**

There is no option to make up the sessions. See above for how to catch up.

## **What role does my one-up play in PBC?**

Please review this opportunity with your leader and decide whether to participate; consider the time commitment and adjust current responsibilities to ensure full participation to make the most of this development opportunity. One-ups will also participate in the 360-degree assessment by providing feedback.

## **Whom do I contact for more information on PBC?**

[Leadershipdev@providence.org](mailto:Leadershipdev@providence.org)