

100 Committed Women

To Lead the Future of Health Information Management

Program Goal

We're building a pipeline of transformational and visionary women leaders committed to securing executive leadership positions to further health information management. The 100 Committed Women excel in tackling complex problems, building collaborations and collations, and creating environments where people and organizations flourish.

What to Expect – The 100 Committed Women Program is a rigorous and intensive six-month developmental program designed for women who want to make the leap to executive levels and lead the future of health information management.

Phase 1: December 1, 2016 – March 9, 2017

Get Ready: Know, embrace, and leverage your authentic self and leadership style

Over a 10-week period, clarify and expand your personal awareness through individual social, psychological, and leadership assessments and facilitated group coaching teleconferences. You will have the opportunity to complete several assessments described below. All assessments have strong reliability and validity statistics and are recognized as top assessments in leadership development. Fees for all the assessments are included in the program tuition.

Values in Action (VIA) Assessment: The VIA Survey is a psychometrically validated personality survey that measures an individual's character strengths. Character strengths are viewed as an individual's core capacities for thinking, feeling, and behaving in ways that can bring benefit to herself and others. When leaders know, appreciate, and use their top strengths and can help others do the same, they are more capable in creating environments where people and organizations flourish.

Thomas-Kilmann Conflict Mode Assessment: Conflict management is becoming recognized as one of the core competencies of an organization. Leaders who know their conflict style makes clear to them their unconscious habits and assumptions about conflict. Knowing these helps leaders better re-examine and make choices more thoughtfully and be able to flex their behavior in choosing the appropriate style for any situation.



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Social Style Questionnaire: The SOCIAL STYLE Questionnaire developed by Dr. David Merrill and administered through TRACOM Group assesses how individuals see themselves as communicating and interacting with others at work. Using information from the questionnaires, leaders can learn to identify their own SOCIAL STYLE and spot the styles of others and develop strategies for working more effectively with people of each Style.

Leadership Efficacy Questionnaire: For success leaders must demonstrate certain leadership behaviors and also have the confidence to use these in challenging and changing situations. The Leadership Efficacy Questionnaire captures the confidence individuals have in their own capabilities to lead as well their confidence in their environment to support their leadership.

Teleconferences are devoted to exploring your unique capabilities identified in the assessments and how you can leverage these to fulfill your leadership potential. Teleconferences are held 7:00 PM – 8:30 PM CT on the following dates:

2016: 12/1/2016

2017: 1/12, 1/19, 1/26, 2/2, 2/9, 2/16, 2/23, 3/2, 3/9

Phase 2: March 14, 15, 16, 17, 2017

Get Set: Set your vision, hone your leadership behaviors and formulate your action plan

During a focused, three-day onsite session, you will develop a leadership vision aligned with your values and design an action plan that leverages your strengths to make things happen. This is a highly interactive onsite session that begins the evening of March 14, 2017 and concludes at 3:00 PM on March 17. Loyola University Chicago Retreat and Ecology Campus, Woodstock, IL is the onsite event location. The Campus is a 100 acre ecology-friendly campus listed on Crain's Chicago Business as a top destination for corporate retreats in the Chicagoland area. The Center is located 45 miles northwest of the Chicago O'Hare airport.

The onsite includes the following:



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- **Forwarding the Next Twenty Years of Health Information Management Leadership:** As thought leaders, you and your cohort will design the future of health information management leadership through the next decade and beyond using scenario planning and simulation techniques. The created future serves as the meta view and north star for creating your personal leadership vision and action plan.
- **The Mindful Leader:** Contemporary thought acknowledges that leadership is more than a toolbox of skills. Rather, leadership excellence is rooted in self-knowledge, self-awareness, and focus. You will explore the benefits of mindfulness and learn how to use specific mindfulness strategies to cultivate leadership excellence to boost your personal and organizational performance and transform the work environment into a safer, saner, more productive and humane workplace.
- **The Emotionally Intelligent Leader:** Emotional intelligence (EQ) is the degree to which an individual is emotionally self-aware and aware of the emotional make-up of other people, able to manage personal emotions, can appropriately apply individual strengths and emotions in building successful relationships. These EQ capabilities are prerequisites for leadership. You will explore the science of EQ, identify your own EQ using the Emotional Intelligence Appraisal, and learn strategies for increasing EQ for successful leadership.
- **The Confident Leader:** Self-confidence is an individual's belief in her ability to accomplish things. Self-confidence gives the leader the ability to speak her voice and stand up for her values and convictions. You will continue with Phase 1 discussions of self-efficacy and learn more about underpinnings of self-confidence and examine strategies for acknowledging and appreciating yourself and building self-confidence.
- **The Well Connected Leader:** It's no secret that who you know is often equally, if not more important, than what you know in moving up the career ladder. You will have the opportunity of assessing the quality of your social capital network, tuning and pruning it, and identifying how you can leverage it to achieve better personal and organizational outcomes.
- **The Integrated Leader:** A leader's work and personal life effect each other. In today's fast-paced, 24 hour world, managing stress



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and achieving life and work integration is essential for leadership effectiveness. You will discover and learn specific strategies that help you achieve an appropriate balance and integration between life and work.

- **Big Sky Visioning and Action:** Action without vision and vision without action are both futile endeavors. But integrating the two is powerful! We will use strategies to integrate Phase 1 and Phase 2 and create a whole greater than all of the parts. Using our own strategy called Big Sky Visioning and Action, you will develop your own leadership vision and an action plan to make it happen.

Phase 3: March 23 through June 22, 2017

Get Going: Advance your leadership action plan

Over a 14-week period you will forward your action plan through weekly peer and facilitated group coaching, and learning teleconferences. You will learn strategies for peer coaching that will help you stay on course. Peer coaching occurs weekly and time and dates are established between the peer coaches. Bi-weekly facilitated group coaching and learning teleconferences will provide additional techniques and support to keep you focused. Teleconferences are held 7:00 – 8:30 PM CT on the following dates:

2017: 3/23, 4/6, 4/20, 5/4, 5/18, 5/25, 6/8, 6/22.



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