



TTUHSC Leadership Development Program

2026 Managed Care – Leadership Foundations

Program Overview: This three-month program is offered exclusively for Managed Care team members. This program will explore leadership theories and concepts, and allow team members to connect across different units.

Program Structure: Cohort-based program that contains 1 hour of eLearning content per module. This content must be completed prior to discussions. Mandatory group discussions are 1 ½ hours via Zoom. Cohorts are limited to 25 participants.

Registration: Registration is open for Winter and Spring of 2026. To be eligible for this program, you must be employed full time at TTUHSC for 6 months unless an exemption is approved by your supervisor. If you are interested in participating in this program, please discuss it with your supervisor. Enrollment is based on supervisor registration only.

Program Dates:

Winter Cohort: MCLF2026 – 1

January 7	2:00 – 3:00 pm	Welcome and Orientation
January 14	2:00 – 3:30 pm	Session 1: Principles of Leadership
January 28	2:00 – 3:30 pm	Session 2: Team Dynamics
February 11	2:00 – 3:30 pm	Session 3: Leadership Communication
February 25	2:00 – 3:30 pm	Session 4: Transforming Conflict into Collaboration
March 11	2:00 – 3:30 pm	Session 5: Feedback Essentials
March 25	2:00 – 3:30 pm	Session 6: Values-Based Leadership

Summer Cohort: MCLF2026 – 2

May 6	2:00 – 3:00 pm	Welcome and Orientation
May 13	2:00 – 3:30 pm	Session 1: Principles of Leadership
May 27	2:00 – 3:30 pm	Session 2: Team Dynamics
June 10	2:00 – 3:30 pm	Session 3: Leadership Communication
June 24	2:00 – 3:30 pm	Session 4: Transforming Conflict into Collaboration
July 8	2:00 – 3:30 pm	Session 5: Feedback Essentials
July 22	2:00 – 3:30 pm	Session 6: Values-Based Leadership

Fall Cohort: MCLF2026 – 3

September 2	2:00 – 3:00 pm	Welcome and Orientation
September 9	2:00 – 3:30 pm	Session 1: Principles of Leadership
September 23	2:00 – 3:30 pm	Session 2: Team Dynamics
October 7	2:00 – 3:30 pm	Session 3: Leadership Communication
October 21	2:00 – 3:30 pm	Session 4: Transforming Conflict into Collaboration
November 4	2:00 – 3:30 pm	Session 5: Feedback Essentials
November 18	2:00 – 3:30 pm	Session 6: Values-Based Leadership

Course Descriptions

1. Principles of Leadership – In this session, we will examine the core skills and roles of a leader. These skills are interpersonal, and allow leaders to connect and engage with their teams.
2. Team Dynamics – This session will identify three factors of team dynamics; vision, trust, and rules. It will also introduce the five stages of team building: Forming – Storming – Norming – Performing – Adjourning.
3. Effective Communication – This session will focus on the barriers to becoming an effective communicator, and how leaders can enhance their communication.
4. Transforming Conflict into Collaboration – In this session, we will explore common sources of conflict, and ways that leaders can navigate disagreements to create understanding.
5. Feedback Essentials – In this session, we will define the purpose of feedback, why it's valuable, and how to overcome the uncertainty of delivering it.
6. Values-Based Leadership – During the final session, we discuss the importance of workplace culture, identify practical strategies for enhancing it, and what it means to be a culture builder.

