



TTUHSC Leadership Development Program

2025 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: Applications are open for summer and fall of 2025. For more information, visit the [Office of People and Values website](#). 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.

Program Dates:

Summer Cohort: MCLF2025 – 2

July 2	2:00 – 3:00 pm	Welcome and Orientation
July 9	2:00 – 3:30 pm	Session 1: Principles of Leadership
July 23	2:00 – 3:30 pm	Session 2: Team Dynamics
August 6	2:00 – 3:30 pm	Session 3: Leadership Communication
August 20	2:00 – 3:30 pm	Session 4: Transforming Conflict into Collaboration
September 3	2:00 – 3:30 pm	Session 5: Feedback Essentials
September 17	2:00 – 3:30 pm	Session 6: Values-Based Leadership

Fall Cohort: MCLF2025 – 3

October 1	2:00 – 3:00 pm	Welcome and Orientation
October 8	2:00 – 3:30 pm	Session 1: Principles of Leadership
October 22	2:00 – 3:30 pm	Session 2: Team Dynamics
November 5	2:00 – 3:30 pm	Session 3: Leadership Communication
November 19	2:00 – 3:30 pm	Session 4: Transforming Conflict into Collaboration
December 3	2:00 – 3:30 pm	Session 5: Feedback Essentials
December 17	2:00 – 3:30 pm	Session 6: Values-Based Leadership

Course Descriptions

1. Principles of Leadership – In this session, we will examine the qualities and roles of a leader, discuss leadership principles and some of the challenges leaders may face.

2. Team Dynamics – This session will identify three elements that are important to team dynamics; vision, trust, and rules. In addition, the five stages of team building will be outlined: Forming – Storming – Norming – Performing – Adjourning.

3. Leader Communication – This session will focus on effective workplace communication and being adaptable to situations and individuals.

4. Transforming Conflict into Collaboration – In this session, we will explore why conflict happens, common ways people react to conflict, and how to turn workplace disagreements into opportunities for constructive dialogue, change and new 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 giving it. We'll also learn to follow a step-by-step feedback process, deliver an effective message, and handle difficult reactions.

6. Values-Based Leadership – During the final session, we discuss the power of workplace culture, practical strategies for enhancing it, and what it means to be a culture builder.

