

# Lead. Always.

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Melanie Mitchell, Director of Continuing Education



**LEAD. ALWAYS.** Healthcare Leadership Program

*A partnership of Oregon State University and The Hospital Association of Oregon*



# About Continuing and Professional Education

- [Continuing education division of the OSU's College of Business](#)
- Over 50 certificate courses available
  - Practical, industry-applicable training
- Classes can be taken online
  - On-site classes available for corporate clients
- University-level instruction by industry experts
- Accredited, University-approved curriculum
- [Custom Corporate Training](#) - offers workforce training through custom corporate modules and online, on-demand courses – all focused on topics designed to move your business forward.

# Instructor



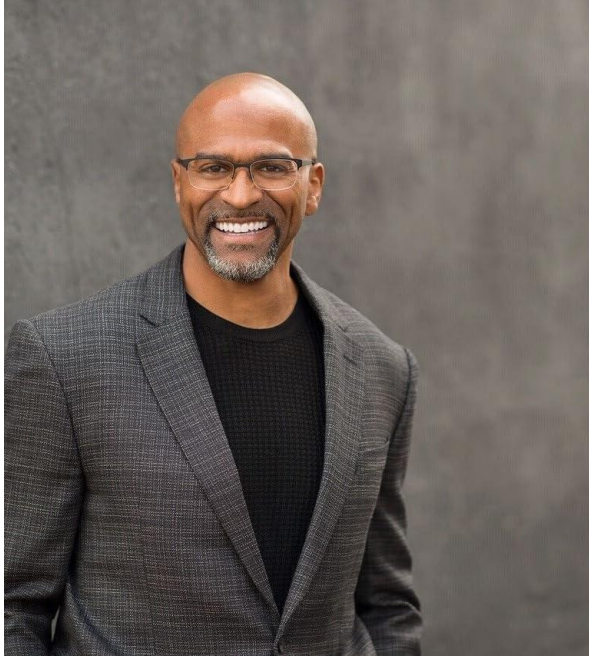
## Megan Carle

Former Nike Executive, Career Consultant and Coach

Carle's career is a testament to her exceptional leadership. After graduating from the University of Oregon, she joined Nike through an Oregonian newspaper ad. Over the next 30 years, she climbed the corporate ladder at one of the world's most iconic companies, finishing her career there as Vice President/General Manager of Basketball for North America, where she drove businesses featuring superstars like Kobe Bryant, LeBron James and Kevin Durant.

Post-Nike, Megan founded Carle Consulting LLC, which provides consumer-informed brand strategies, workplace culture workshops, and executive coaching from startup to Fortune 500. As an executive coach, she empowers emerging leaders from diverse sectors. Megan's approach focuses on leveraging individual strengths for clearly defined goals, drawing inspiration from her sports-rich experiences.

# Instructor



## Alex Molden

Former NFL Player, Author, Personal Development Coach & Podcast Host

Alex Molden was drafted in the 1st round (11th overall) of the 1996 NFL draft. He played 8-years (Saints, Chargers & Lions) battling some of the best athletes on Earth. Due to injuries, Alex was forced to retire from the game that he loved in 2005. Playing for seven different head coaches in 8-years in the NFL, Molden learned a thing or two about change, culture, influence and how to navigate the pitfall of having your identity intertwined with your platform & ability.

Molden is now a Personal Development/Leadership Speaker and Coach. His main focus is to strengthen team collaborations, communication & transparency using his leadership blueprint. His blueprint has given many individuals, organizations and executives **PROVEN SOLUTIONS** to help them build a more galvanized team. It starts with knowing the foundational principles of leadership which is influence; nothing more....nothing less.

# Guest Speaker



## David Elgarico

Market President and CEO for Trios Health & Lourdes Health

David Elgarico is the CEO of Trios Health in Kennewick, WA, and also oversees Lourdes Health in Pasco, WA. With nearly 20 years of healthcare leadership experience, including roles at Tenet Healthcare, he's committed to quality care and community engagement. David's recent job was CEO at MetroWest Medical Center in Massachusetts with Tenet Healthcare. He's also led at McKenzie-Willamette Medical Center in Oregon, Touro Infirmary in Louisiana, University of California Irvine Medical Center, and Rio Grande Regional Hospital in Texas. He's succeeded in expanding services, building projects, boosting patient satisfaction, and engaging with physicians throughout his career. David earned his degrees from colleges in Charleston, SC, and began his career there. Outside of work, David and his wife, Kim, find joy in supporting their children, Giana, in volleyball, and Noah, in basketball and tennis activities.

# Guest Speaker



## Chris Carle

Consumer Marketing Executive and Broker

A 25+ year Nike product marketing veteran with a love for design, Chris Carle has been studying sneakers, architecture, and consumer insights in some of the most interesting cities around the world including London, Amsterdam, Tokyo, and Chicago. Leveraging his passion in leading teams of designers, engineers and project managers, Chris is now focused on residential development and construction projects within Portland. As a result, Chris has the ability to represent buyers and sellers by balancing the emotional connection the right home provides for a family with the specific investment goals they might have.

# Guest Speaker



## Alexandra Burrel, PhD, NCC

AVP and Chief Diversity, Equity, and Inclusion Officer

Alexandra M. Burrel is the Associate Vice President and Chief Diversity, Equity, & Inclusion Officer at the University of La Verne. For the past 17 years, her professional career has been focused on diversity & inclusion, student development, recruiting, institutional event planning, and administration while working with institutions of higher education. In addition to her current role, Dr. Burrel provides educational advising, counseling referral as well as diversity, equity, and inclusion consulting services under her Limited Liability Company (LLC), Peaces of Cake.

# Lead. **Always.** Healthcare Certificate Program

- Program Description:
  - This program is the result of a collaboration between Oregon State University's (OSU) faculty and the [Hospital Association of Oregon](#).
  - Gain valuable insights and practical strategies for leading effectively. .
  - Experienced instructors and engaging curriculum provide the tools necessary to lead and inspire others, drive positive change, and excel in supervisory roles within the healthcare environment.
  - Start with two-day in-person leadership development session to explore core leadership elements and identify strengths, values, and areas for growth.
    - Know your Business
    - Know your Team
    - Know Yourself
  - Over 5 months on online training, participants receive coaching while excelling in their supervisory positions.
  - Program's flexibility and tailored support is a key feature, with both in-person and online components.



# Lead. Always. Healthcare Certificate Program

- Learning Objectives:
  - Self-evaluate your leadership skills, core values, and areas for improvement within the healthcare context.
  - Examine the multifaceted challenges healthcare leaders encounter and assess the competencies needed to address them effectively.
  - Enhance your emotional intelligence to lead proficiently, even in high-pressure situations.
  - Apply methods for building effective teams and fostering collaboration in both virtual and physical environments.
  - Hone your interpersonal communication skills and refine your conflict resolution techniques.
  - Create inclusive environments that support the success of individuals from diverse backgrounds and abilities.
  - Employ strategies for problem-solving and managing change in healthcare settings.

# Lead. Always. Healthcare Certificate Program

- 2-day kickoff aimed at exploring essential leadership elements to pinpoint leadership strengths, core values, and areas for growth.
- After completing the program kickoff, you will be able to:
  - Use strategic mapping to **Know Your Consumer**
  - Apply the Influence/Teach + Walk-Through + Gametime leadership framework
  - Begin creating an Individual Development Plan (IDP) to build awareness and Know Yourself
  - Examine your workplace culture to build connection and **Know Your Team**
  - Use strategic mapping and scorecards to **Know Your Business**

# Lead. **Always.** Healthcare Certificate Program

## Day 1

- Welcome
- Lead. Always. Format
- Ten Influencers
- Individual Development Plan
- **Know Yourself:** Commitment
- **Know Your Team:** Connection
  - Workplace Culture
  - How to Measure Culture?
- Chalk Talk

## Day 2

- Welcome
- **Know Your Business:** Consumer
  - Curiosity & Position in Market
  - How consumer insights will strengthen your leadership profile.
  - Walk-Through: Strategy Map
- Leadership Development Plan
- Scorecard
- Chalk Talk

# Lead. **Always.** Healthcare Certificate Program

- Cohort transitions to online training over 5 months - training through the following six modules:
  - Understanding Emotional Intelligence (3 weeks Asynchronous)
  - Enhancing Interpersonal Communication
  - Resolving Conflict Through Dialogue
  - Promoting Inclusivity & Diversity
  - Developing Problem-Solving & Leading Change Skills
  - Facilitating Team Development and Collaboration
- One LIVE Zoom webinar with Instructor and Guest Speaker
  - Monthly, six 1-hour lunchtime webinars over 5 months.
  - Recorded and placed in course if attendees can't attend live.

# April Cohort Schedule (Corvallis, OR)

Location: [Oregon State University Campus, 2751 SW Jefferson Avenue, Corvallis, Oregon](https://www.oregonstate.edu/campus)

Face-to-Face (Corvallis, OR)	2-day kick-off	April 3-4, 2024	Exploring Leadership Identity, Strengths, and Core Values
Module 1	Canvas LMS - Asynchronous 3 weeks	April 8 - April 28, 2024 Zoom Webinar April 23, 2024	Understanding Emotional Intelligence
Module 2	Canvas LMS - Asynchronous 3 weeks	May 6 - May 26, 2024 Zoom Webinar May 21, 2024	Promoting Inclusivity & Diversity
Module 3	Canvas LMS - Asynchronous 3 weeks	June 3 - June 23, 2024 Zoom Webinar June 18, 2024	Enhancing Interpersonal Communication
Module 4	Canvas LMS - Asynchronous 3 weeks	July 1 - July 21, 2024 Zoom Webinar July 16, 2024	Resolving Conflict Through Dialogue
Module 5	Canvas LMS - Asynchronous 3 weeks	July 29 - August 18, 2024 Zoom Webinar August 13, 2024	Developing Problem-Solving & Leading Change Skills
Module 6	Canvas LMS - Asynchronous 3 weeks	August 26 - September 15, 2024 Zoom Webinar September 10, 2024	Facilitating Team Development and Collaboration

# June Cohort Schedule (Corvallis, OR)

Location: [Oregon State University Campus, 2751 SW Jefferson Avenue, Corvallis, Oregon](#)

Face-to-Face	2-day kick-off	June 4-5, 2024	Exploring Leadership Identity, Strengths, and Core Values
Module 1	Canvas LMS - Asynchronous 3 weeks	June 10 - June 30, 2024 Zoom Webinar June 25, 2024	Understanding Emotional Intelligence
Module 2	Canvas LMS - Asynchronous 3 weeks	July 8 - July 28, 2024 Zoom Webinar July 23, 2024	Promoting Inclusivity & Diversity
Module 3	Canvas LMS - Asynchronous 3 weeks	August 5 - August 25, 2024 Zoom Webinar August 20, 2024	Enhancing Interpersonal Communication
Module 4	Canvas LMS - Asynchronous 3 weeks	September 2 - September 22, 2024 Zoom Webinar September 17, 2024	Resolving Conflict Through Dialogue
Module 5	Canvas LMS - Asynchronous 3 weeks	September 30 - October 20, 2024 Zoom Webinar October 15, 2024	Developing Problem-Solving & Leading Change Skills
Module 6	Canvas LMS - Asynchronous 3 weeks	October 28 - November 17, 2024 Zoom Webinar November 12, 2024	Facilitating Team Development and Collaboration

# August Cohort Schedule (Corvallis, OR)

Location: [Oregon State University Campus, 2751 SW Jefferson Avenue, Corvallis, Oregon](#)


Face-to-Face	2-day kick-off	August 6-7, 2024	Exploring Leadership Identity, Strengths, and Core Values
Module 1	Canvas LMS - Asynchronous 3 weeks	August 12 - September 1, 2024 Zoom Webinar August 28, 2024	Understanding Emotional Intelligence
Module 2	Canvas LMS - Asynchronous 3 weeks	September 9 - September 29, 2024 Zoom Webinar September 25, 2024	Promoting Inclusivity & Diversity
Module 3	Canvas LMS - Asynchronous 3 weeks	October 7 - October 27, 2024 Zoom Webinar October 23, 2024	Enhancing Interpersonal Communication
Module 4	Canvas LMS - Asynchronous 3 weeks	November 4 - November 24, 2024 Zoom Webinar November 20, 2024	Resolving Conflict Through Dialogue
Module 5	Canvas LMS - Asynchronous 3 weeks	December 2 - December 22, 2024 Zoom Webinar December 18, 2024	Developing Problem-Solving & Leading Change Skills
Module 6	Canvas LMS - Asynchronous 3 weeks	December 30 - January 19, 2025 Zoom Webinar January 15, 2025	Facilitating Team Development and Collaboration

# October Cohort Schedule (Portland, OR)









Location: [OSU Portland Center: Meier & Frank Building is located at 555 SW Morrison Street](#)

Face-to-Face	2-day kick-off	October 29 - 30, 2024	Exploring Leadership Identity, Strengths, and Core Values
Module 1	Canvas LMS - Asynchronous 3 weeks	November 4 - November 24, 2024 Zoom Webinar November 19, 2024	Understanding Emotional Intelligence
Module 2	Canvas LMS - Asynchronous 3 weeks	December 2 - December 22, 2024 Zoom Webinar December 17, 2024	Promoting Inclusivity & Diversity
Module 3	Canvas LMS - Asynchronous 3 weeks	December 30 - January 19, 2025 Zoom Webinar January 14, 2025	Enhancing Interpersonal Communication
Module 4	Canvas LMS - Asynchronous 3 weeks	January 27 - February 16, 2025 Zoom Webinar February 11, 2025	Resolving Conflict Through Dialogue
Module 5	Canvas LMS - Asynchronous 3 weeks	February 24 - March 16, 2025 Zoom Webinar March 11, 2025	Developing Problem-Solving & Leading Change Skills
Module 6	Canvas LMS - Asynchronous 3 weeks	March 24 - April 13, 2025 Zoom Webinar April 8, 2025	Facilitating Team Development and Collaboration





Lead. Always. Healthcare Certificate Program

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## Lead. Always. Healthcare Certificate Program



### Oregon State University

## College of Business










START HERE
Kickoff
Module 1
Module 2
Module 3
Module 4
Module 5
Module 6

### GETTING STARTED


Welcome to the Lead. Always. Healthcare Certificate Program! To begin, click the **Start Here** button above for information about the course.

On the left side of the course page, you will find the course navigation menu, which contains links to the [Modules](#) view and [Grades](#). At any time, you can click on the [Home](#) link in the menu to re


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
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▶ Program Kickoff: Exploring Leadership Identity, Strengths, and Core Values


▶ Module 1: Understanding Emotional Intelligence

**Module Introduction**


 [Module 1 Overview](#)


**Learning Resources**


 [Module 1 Learning Materials](#)


 [Module 1 Webinar](#)


**Activities & Assignments**

 [Discussion 1.1: The Importance of EQ to Organizational Effectiveness](#)  
Nov 13, 2023 5 pts


 [Activity 1.1: Assess Your Emotional Intelligence](#)  
Nov 13, 2023 10 pts

 [Discussion 1.2: EQ as a Leadership Quality](#)  
Nov 13, 2023 5 pts

 [Activity 1.2: Create an EQ Action Plan](#)  
Nov 13, 2023 10 pts

 [Module 1 Knowledge Check](#)  
Nov 13, 2023 10 pts

**Module Wrap-Up**

 [Module 1 Conclusion](#)

▶ Module 2: Enhancing Interpersonal Communication

# Online Learning Format

Activity	Level of effort	Total effort
Webinar	1 @ 1 hour	1 hour
Discussions	2 @ 1 hour	2 hours
Activities	1 hour/page 2 @ 2 pages (500 words each)	4 hours
Readings	2.5 mins./page	40 pages max.
Videos	Equal to total running time of all videos	45 minutes (suggested maximum)
Knowledge Check	1 @ 30 minutes	30 minutes

\*Above translates to **9.92 hours per module.**

# Program Details

- Need to miss an a week during an online module?
  - Talk with instructors so they are aware in the participation gap.
  - Ensure you have the module content done by end of program.
- How much work required outside of class?
  - Approx. 3-4 hours of work outside of class/week
  - Approx. 10 hours per module (over 3 week span)
- Materials?
  - Students will receive all textbooks prior to start of class
  - Students will be notified of website to access course materials
- What kind of Credit?
  - Courses carry University Professional Development Credit
  - Courses must be completed with a “C” or better
  - Student transcripts maintained indefinitely

# Want a Custom Cohort for your Hospital?

Keep Your Workforce Engaged And Growing Together!









- Offer a **Lead. Always.** cohort for your employees
- Minimum of 20 to launch a customized cohort
- Program can be tailored to your Hospitals Mission, Vision and Values
- Our subject-matter experts work with your Leadership Team to identify leadership skill gaps, employee development opportunities, and training on emerging business practices that'll boost your bottom line.
- OSU offers business training, strategic consulting and bulk purchasing of online courses to support your organization.
- Learn more [here](#)

# Register Today



Login

Search bar with magnifying glass icon and "Refine" button with dropdown arrow.

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Develop skills essential for guiding individuals, teams, and organizations effectively in the healthcare field.	Develop skills essential for guiding individuals, teams, and organizations effectively in the healthcare field.	Develop skills essential for guiding individuals, teams, and organizations effectively in the healthcare field.	Develop skills essential for guiding individuals, teams, and organizations effectively in the healthcare field.
 Oregon State University College of Business	 Oregon State University College of Business	 Oregon State University College of Business	 Oregon State University College of Business
Apr 3, 2024 - Sep 15, 2024 \$2,640   8 CEUs	Jun 4, 2024 - Nov 17, 2024 \$2,640   8 CEUs	Aug 6, 2024 - Jan 19, 2025 \$2,640   8 CEUs	Oct 29, 2024 - Apr 13, 2025 \$2,640   8 CEUs

Click here to learn more:

<https://oregon-state.catalog.instructure.com/browse/all/exec-pro-education/professional-education/healthcare>

# Questions? Contact our Team

With over 30 years of experience, our team can help build the perfect training solution for your organization or leverage student talent and faculty expertise via sponsored projects, competitions and research to extend your workforce capacity and address challenges your business faces. Reach out to us at (541) 737-1500 or [cpe@oregonstate.edu](mailto:cpe@oregonstate.edu)



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