



Preparing Aspiring
Talent in **Healthcare**

**Professional
Development
Program**



Our Mission

The Professional Development Program is designed to inspire team members and enhance their professional skills, knowledge, and abilities to thrive in their current roles and prepare for future career opportunities within Augusta Health.

Our Vision

This program aims to create a culture of continuous learning, development, and growth, ultimately benefiting both team members and Augusta Health as a whole.

Objectives

- ✓ **Enhance Professional Skills:**
Provide opportunities for team members to develop and refine their professional skills including technical, leadership, communication, problem-solving, and interpersonal abilities.
- ✓ **Foster Personal Development:**
Support team members in identifying their individual strengths, interests, and career aspirations.
- ✓ **Promote Collaboration and Networking:**
Facilitate cross-functional collaboration and networking among team members, encouraging knowledge-sharing, idea generation, and professional relationship-building.
- ✓ **Cultivate a Learning Culture:**
Promote a culture that values continuous learning and professional development, inspiring team members to take ownership of their growth and seek out learning opportunities.
- ✓ **Attract, Engage, and Retain Top Talent:**
Invest in the development of our team members to increase job satisfaction, motivation, and brand loyalty, leading to higher retention and engagement rates.

Program Details

- ✓ **All team members are eligible to participate.**
- ✓ Classroom education designated as part of the PDP will have credits calculated based on classroom hours.
- ✓ External/off-site events endorsed/sponsored by OD/WFD can be counted based on event hours.
- ✓ New content will be added to the catalog based on feedback and data for needs.
- ✓ We will utilize HealthStream to manage credits/transcripts/reporting.
- ✓ We will do a look-back to January 2022 to capture credits obtained.
- ✓ Online courses and resources within the HealthStream "Professional Development" catalog will be included and credits calculated based on estimated completion time.

Completing The Professional Development Program



Complete Class

Each activity within the Professional Development Program will be assigned a credit value in HealthStream.



Get Credit

15 credits: Learner
25 credits: Advanced
40 credits: Professional



Be Recognized

Level-specific completion certificates sent quarterly to leaders for presentation.

**Next Page:
Catalog Details**

Current Catalog

| Self | Credits |
|---|---------|
| Developing a Growth Mindset | 0.25 |
| DISC - The Power of Communication Styles | 2 |
| How to Create a Career Development Plan | 0.25 |
| How to Develop a Professional Network | 0.25 |
| How to Remove Five Common Communication Barriers | 0.25 |
| How to Use Verbal, Non-Verbal and Written Communication | 0.25 |
| Leading with Emotional Intelligence | 0.5 |
| Speaking Up in Meetings | 0.5 |
| The Art of Managing Up | 0.25 |
| Time Management Essentials | 0.25 |
| What is Career Development and How Can You Drive Your Career? | 0.25 |
| What is Communication and Why Does it Sometimes Fail? | 0.25 |
| What is Networking and Why is it | 0.25 |
| Why Communication Skills Matter to Your Professional Success | 0.25 |

| Business | Credits |
|---|---------|
| Building Consensus in Meetings | 0.25 |
| Handling Difficult Customer Service Scenarios | 0.5 |
| Leadership Essentials: Coaching for Retention | 2 |
| Leadership Essentials: HR for Non-HR Leaders | 3 |
| New Leader Orientation | 24 |
| Peer Interviewing: Developing Engagement and Leadership | 0.5 |
| Peer Interviewing LIVE Class | 1 |
| Problem Solving and Fundamentals | 0.5 |
| Running an Effective Meeting | 0.25 |
| Setting a Meeting Agenda | 0.25 |
| The Process Mapping Experience | 0.25 |

| People | Credits |
|---|---------|
| Choosing the Right Communication | 0.25 |
| Fostering Fearless and Resilient Teams | 0.5 |
| Giving & Receiving Appreciative and Constructive Feedback | 2 |
| Group Facilitation Techniques | 0.25 |
| How to Be an Ally for Diversity and | 0.5 |
| Leadership Essentials: Building Teams that Last | 0.25 |
| Leadership Essentials: Creating an Inclusive Workplace | 3 |
| Leadership Essentials: Fostering a Transformative Culture | 3 |
| Leading Through Difficult Times | 2 |
| Motivating Your Team | 0.5 |
| The Four Stages of Team Development | 0.5 |

**More courses
coming soon!**