



**Organizational Development
and Education Department**
KentuckyOne Health

Organizational Development and Education

Behavioral Based Interviewing Skills Training

If you would like to schedule a Behavioral Based Interviewing class or have questions please contact LaKiesha Jones at:

LaKieshajones@KentuckyOneHealth.org

Description

The Behavioral Based Interviewing Skills training will provide participants the skills and knowledge needed to conduct interviews and peer interviews. Participants will learn the STAR Model, behavioral based interviewing questions and legal versus illegal questions. These techniques will assist in finding the most qualified candidates for the organization.

Intended Audience

High performers, managers and above



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Building Bridges

If you would like to schedule a Building Bridges class or have questions please contact Lakiesha Jones at:

LaKieshajones@Kentuckyonehealth.org

Description

In the Building Bridges training we will explore topics from the book written by Robert and Ryan Quinn, *Lift: The Fundamental State of Leadership*. During this workshop, we will look at how we, as individuals can influence our surroundings and other people – even those we find most difficult. We cannot control other people’s behaviors and choices; however we can influence them through focusing our psychological state and practices prior to engaging with them. We will look at four specific questions highlighted in the book that we can answer prior to any interaction that will lift our psychological state and have influence on those around us thus striving towards the Fundamental State of Leadership.

Intended Audience

Can be catered to the audience



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Consensus Building

If you would like to schedule a Consensus Building class or have any questions please contact LaKiesha Jones at:

LaKieshajones@kentuckyonehealth.org

Description

In the Consensus Building training we will explore consensus building as a tool for making group decisions. Consensus is different than unanimous and it is also different than majority rules. Decision making through consensus allows an outcome to be achieved that everyone can support. We will provide a tool for gathering decision possibilities and alternatives. Ultimately, we will offer a visual consensus building tool which will demonstrate one's opinion because silence does not equal agreement.

Intended Audience

Can be catered to the audience



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Organizational Development and Education Team Building

If you would like to schedule a Team Building session or have any questions please contact LaKiesha Jones at:

LaKieshajones@Kentuckyonehealth.org

Description

The Organizational Development and Education Department offers a wide range of team building activities. The team building activities can be customized to achieve certain goals desired by the participants. One example of a team building session currently offered is *What do People Want from Leaders*.

Intended Audience

Teams & groups



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Training Tools

If you would like to schedule a Training Tools class or have any questions please contact Lakiesha Jones at:

Lakieshajones@KentuckyOneHealth.org

Description

The Training Tools class is designed to enhance participants presentation skills. This class will teach specific tools that can be immediately implemented to improve your individual presentation skills. All levels of trainers and presenters are welcome to attend this class.

Intended Audience

All employees and levels of presenters



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Crucial Conversations

If you would like to schedule a Crucial Conversations class or have any questions please contact LaKiesha Jones at:

LaKieshajones@KentuckyOneHealth.org

Description

The Crucial Conversations training will provide participants tools and techniques on how to create alignment and agreement with colleagues and direct reports, during high-stress conversations. During this class, participants will learn how to drive open, authentic conversations in times of high-stress and high-stakes.

Intended Audience

Managers and above



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High.Middle.Low Training

If you would like to schedule a High.Middle.Low class or have any questions please contact LaKiesha Jones at:

LaKieshajones@kentuckyonehealth.org

Description

The High.Middle.Low training is designed to teach participants the tools and approaches to use when having performance conversations with your high, middle and low performers. This class provides leaders the skills to use for each employee's individual performance and how to approach performance ratings and evaluations. This is based upon the job performance and potential of the employee.

Intended Audience

Managers and above



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New Leader Pathway

If you have questions about the New Leader Pathway program please contact Amie Schaefer at:

Amieschaefer@kentuckyonehealth.org

Description

New Leader Pathway is a full one day class that focuses on Human Resources information for new leaders. This program provides essential information needed for new leaders. New leaders will have the opportunity to network with other new leaders and ask questions to subject matter experts.

Intended Audience

Newly hired and promoted managers and above



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Leadership Advance Facility Sessions

If you have questions regarding The Facility Leadership Advance Sessions please contact Amie Schaefer at:

Amieschaefer@kentuckyonehealth.org

Description

Leadership Advance (LA) facility video sessions are held for managers and above at various facilities across the system. This includes a video and key discussion questions at each session. The facility sessions are an hour and a half and provides leaders with key information and organizational updates.

Intended Audience

Managers and above



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Organizational Development and Education Leadership Development Pathway

If you have questions about the Leadership Development Pathway program please contact

Paul Harmelin at:

Paulharmelin2@kentuckyonehealth.org

or Amie Schaefer at:

Amieschaefer@kentuckyonehealth.org

Description

The Leadership Development Pathway (LDP) program is a six-month program for managers and above. Both soft skills and job specific skills will be covered during this program and presented by subject matter experts. Each group will go through their program as a cohort.

Intended Audience

Newly hired and promoted managers and above



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Emerging Leader Pathway

If you have questions about The Emerging Leader Pathway program please contact Karen Schreyer at:

Karenschreyer@catholichealth.net

Description

The Emerging Leader Pathway (ELP) is designed for high-potential employees. During this program the participants are taught materials designed to assist them on their track to leadership. The class divides the participants into two groups and then provides each group a real health care problem. Each group will need to solve and present the problem they were given at the end of the program.

Intended Audience

Selected high performers



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Physician Leadership Pathway

If you have questions about The Physician Leadership Pathway please contact Ashley Barnes at:

Ashleybarnes@kentuckyonehealth.org

Description

The Physician Leadership Pathway (PLP) is an intensive, experiential, eight-month program designed to prepare and support physicians to grow within current leadership positions and provide needed tools for physicians aspiring to grow into new leadership positions. Participants in the first cohort include up to 30 high-potential physician leaders throughout KentuckyOne Health who have demonstrated both the desire and commitment to grow their personal and professional skills and to contribute to the organization in a leadership capacity.

Intended Audience

Physician leaders



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Time Management

If you would like to schedule a Time Management class or have any questions please contact LaKiesha Jones at:

LaKieshajones@kentuckyonehealth.org

Description

The Time Management training uses several tools to help participants identify ways that they waste time and ways they could be saving time. It helps them to identify priorities and goals and gives them a matrix for understanding the connection between their personality and time. It also gives opportunity to develop a daily action plan. This training includes small group discussions and opportunities to develop individual plans.

Topics to be covered:

- Time Savers/Time Wasters
- Time Temperament
- Goal Setting
- Priorities and Balance
- Daily Plan



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Managing Change

If you would like to schedule a Managing Change class or have any questions please contact LaKiesha Jones at:

LaKieshajones@kentuckyonehealth.org

Description

The objectives of the Managing Change training are that participants understand and recognize the impact of change on people, explore their reactions to change, develop techniques to implement change, and learn principles for managing and leading others through change.

Intended Audience

Staff and above



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Work and Life Balance

If you would like to schedule a Work Life Balance class or have any questions please contact LaKiesha Jones at:

LaKieshajones@kentuckyonehealth.org

Description

Participants in the Work and Life Balance training seek to identify what work/life balance means for individuals, identify obstacles and issues that create stress for people in this area.

Topics to be covered:

Identify benefits of work/life balance for individual and organization.

Develop specific techniques to address work/life balance.
Set key priorities.

Explore innovative techniques within the workplace and personal responsibility in ensuring balance.

Intended Audience

Staff and above



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Stress Management

If you would like to schedule a Stress Management class or have any questions please contact LaKiesha Jones at:

LaKieshajones@kentuckyonehealth.org

Description

Participants will leave the Stress Management training with an understanding of the stress cycle, the ability to identify current stressors and how they are manifested, a developed stress management plan (including methods specifically related to types of stress symptoms), and the ability to define obstacles and methods to combat them as well as the ability to define supports to help them be successful.

Intended Audience

Staff and above

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Strengths Finder and Leadership Development

If you would like to schedule a Strengths Finder class or have any questions please contact Lakiesha Jones at:

Lakieshajones@kentuckyonehealth.org

Description

The major learning objectives of the Strengths Finder & Leadership Development training include acknowledgement of pre-work that has been completed, a review of the history of strengths, addressing the nature and importance of leadership, and discussion of "Strength Finder" results and consideration of leadership implications. Furthermore, participants will sharpen their insight on their own individual strengths, leadership strengths and team building style as well as practice and apply their results and take time to consider their strengths' impact on personal & professional roles.



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LEARN

For LEARN related questions please contact our LEARN Administration team at:

KYLEARN@KentuckyOneHealth.org.

Description

The Organizational Development and Education Department does not offer LEARN specific trainings for employees. However, if you have any questions regarding LEARN, our department can assist you. Please contact our LEARN Administration team, Paul Harmelin and Tamara Cook, at the following email address KYLEARN@KentuckyOneHealth.org.



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