Overview

Pivotal Leadership Academy (PLA) positions future leaders in our organization for success by providing necessary leadership knowledge, skills, and the confidence to apply the learning. Organizations regularly appoint individuals into leadership positions based on their technical skill or willingness to serve rather than their ability to manage or lead. Formal leadership preparation/education isn’t normally a requirement of a leadership position in our organization but it is necessary for success. The PLA will broaden participant’s perspective of leadership and also strengthen their capacity to lead. Simply, this program establishes a path for success.

Program Goal

The overarching goal for PLA is to develop WVU Medicine-WVU Hospitals frontline and emerging leaders into the needed pivotal leaders required for today’s complex healthcare environment, and for participants to have a shared, customized learning experience. Real time issues are incorporated into the classroom, transforming the a learning laboratory for WVU Medicine-WVU Hospitals. They leave with common terminology, common tools, common knowledge that is then, much easier to cascade throughout the hospital.

Target Audience (Inclusion Criteria)

Pivotal Leadership Academy is specifically designed for individuals who aspire to have a greater impact within WVU Medicine - WVU Hospitals organization and are supported in that goal by their supervisor. The curriculum is specific to the organizational initiatives of WVU Medicine-WVU Hospitals, therefore only these employees are eligible to apply. Applicants must meet the following criteria:

- A minimum of 1 year of employment and a commitment to WVU Medicine-WVU Hospitals.
- No current disciplinary action in place (tardiness, frequent call-offs, standards of conduct, etc.).
- Individuals who have already attended or attending Charge Nurse University, Emerging Leading Institute, Respiratory Therapy University or Leadership Development Institute are NOT eligible.

Employee Commitment

In order to be considered for Pivotal Leadership Academy, participants must agree to the following:

- Attend, participate in, and complete all required workshops and team project
- Timely complete all pre-work as assigned, and
- Practice the tools and skills acquired in the PLA Program.