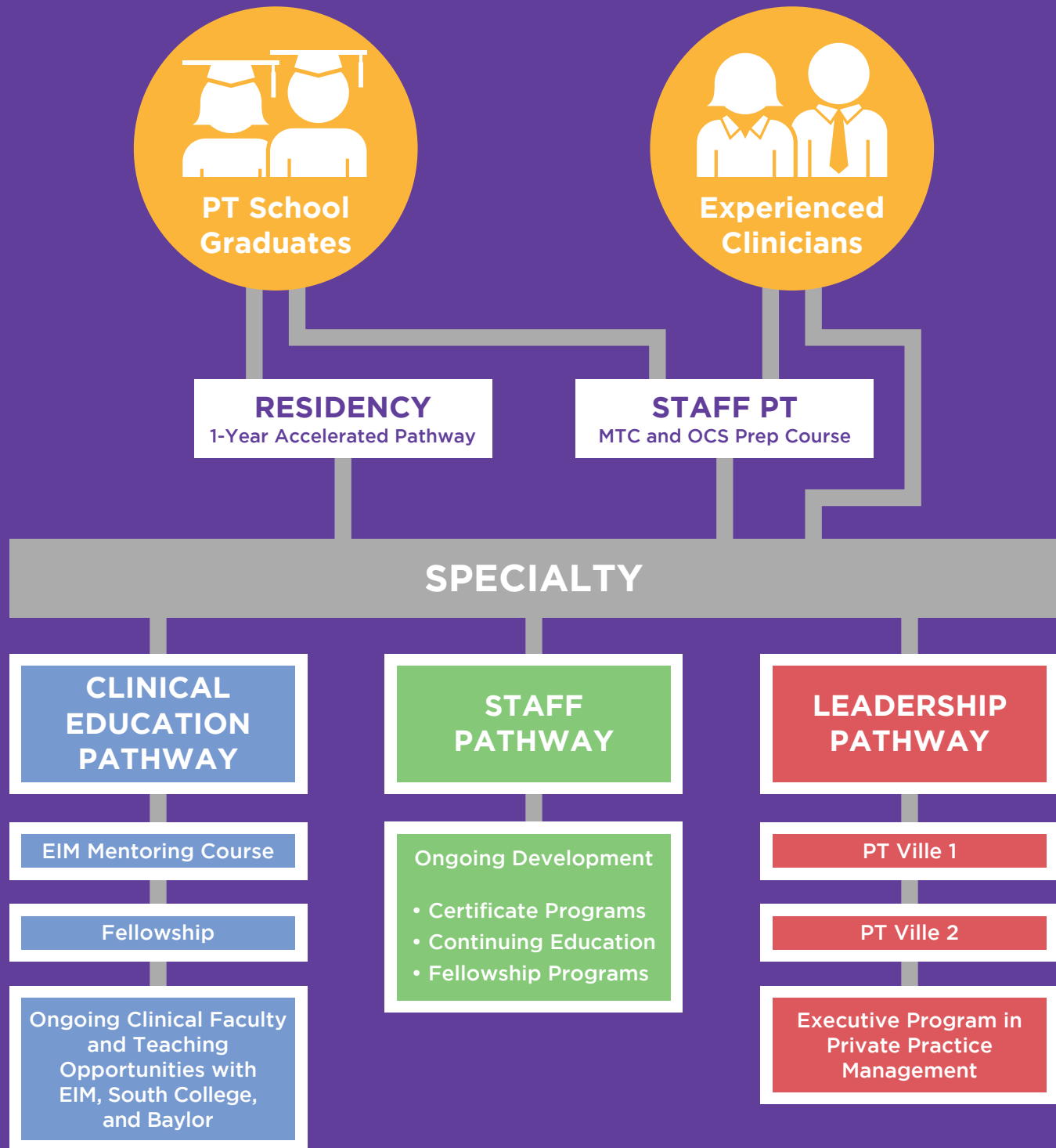


LEARNING, PURPOSE, AND COACHING CULTURE



CONFLUENT HEALTH COURSES AND COACHING

ACTION LEARNING TEAMS (ALTs)

WHO Volunteers who have completed one year of a TLC group, have been approved by the Coaching Director and their CEO, and have completed the five-week ALT facilitator training program.

WHAT & WHY The opportunity to continue to be challenged by, accountable to, and encouraged by peers once the leader has completed a TLC group experience. These action learning teams are led by hand-selected, trained peer facilitators who have also completed a TLC group experience.

CONSCIOUS POSITIVE CULTURE

WHO All key leadership and influencers in the organization including clinical and administrative staff.

WHAT & WHY Quarterly trainings and video-based facilitation conducted at all levels throughout the organization with key leaders and influencers in the organization. Grounded in the practices of the 10 Confluent Commitments and based on the foundations of taking 100% responsibility for the results being created within each individual's mindset in approaching their work and life. Also incorporates the best of positive psychology applications.

EMERGING LEADERS

WHO Open to all interested staff (PTs, Care Coordinators, other selected staff).

WHAT & WHY Consists of four core modules with additional modules added by the appointed local company champion who administers and runs the course. The focus is primarily on basic leadership theory, application, and various aspects of management.

EXECUTIVE PROGRAM IN PRIVATE PRACTICE MANAGEMENT (EIM)

WHO PTs with leadership potential for leading start-ups, managing regions, and handling greater management and leadership responsibilities. PT Ville 1 and 2 are highly recommended prerequisites, but not required.

WHAT & WHY A 12-month, best-in-class, physical therapist-centric MBA curriculum delivered by Evidence In Motion (with a transitional DPT option).

PT VILLE 1

WHO PTs new to the Team Leader role, those soon to become Team Leaders, and those who have been identified as having a high interest and potential to become a Team Leader. Other selected Key Leaders may participate at the request of the local company CEO.

WHAT & WHY Consists of 10 weeks of content that is delivered in a hybrid learning format (online asynchronous and four synchronous webinars). Initial modules lay the foundation for self-awareness and social/emotional intelligence. The remaining modules then build on that foundation and include the basics of resonant and conscious leadership principles, situational leadership, time and personnel management competencies, and conclude with how to successfully hold crucial conversations, cast vision, and set goals.

PT VILLE 2

WHO PTs who are currently in or soon to be in a Team Leader role and have hiring/firing responsibilities, manage a budget, and have decision-making rights. PT Ville 1 completion is required.

WHAT & WHY A one-day, hands-on intensive lab oriented course designed to give attendees opportunities for deliberate practice with key leadership and management skills. These include: intentional emotional shifting, interpreting and drawing inferences from financial reports, conducting cadence meetings, establishing expectations and giving performance feedback first runs, how to initiate and hold crucial conversations, and much more.

TEAM LEADERSHIP COACHING (TLC) GROUPS

WHO Team Leaders and other selected Key Leaders.

WHAT & WHY To engage Team Leaders in team coaching around industry, company, practice, and current challenge/opportunity work-life alignment (i.e. "balance") experiences they are facing so they can take themselves and their teams to the next level. The goal is for them to grow, perform, and flourish so they can lead themselves and others well. The format is based on Case Western Reserve University's method for building Resonant Leaders. The commitment is to complete pre-work and then monthly meeting attendance. Each group is led by a professional coach and lasts for one year.