Non-stop change is standard in today’s healthcare environment and shows no signs of subsiding, so tomorrow’s leaders need tools to help them not only cope with constant change, but to thrive on the possibilities it brings.

At Dominican we seek to create a culture that takes change in stride and keeps responding to our mission with dignity, collaboration, justice, stewardship and excellence. To that end the Administrative Team worked with Cabrillo College’s Corporate Training to develop a Leadership Academy that debuted September, 2011. The academy is based on cohort learning, in which each person in the selected group progresses through a series of learning experiences with coaching from outside professionals and mentoring from supervisors, all the while focused on leading a team through a work-related project.

In its first year, 23 emerging leaders worked on projects that produced higher Medicare revenue due to tighter compliance process and controls; a reduction in costs for an annual awards banquet; a “greener” facility due to substantial reductions in waste; and improved clinical outcomes, patient safety and satisfaction. Academy graduates will continue to lead Hospital efforts toward continuous improvement.