



## **Transformational Leadership Academy**

**Overview:** In 2002, the Ohio Hospital Association and the Ohio Organization for Nurse Executives developed FutureThink to create new ways to provide the highest quality care creatively and efficiently using the limited human resources in Ohio's hospitals. FutureThink takes a multidimensional approach to designing better ways to deliver care and changing the demand for health care professionals to achieve better results for our communities. FutureThink is based on a vision wherein health is more than the absence of illness, health care workers take advantage of available resources, and the pool of health care workers thrives.

To continue the work of FutureThink, the OHA Board of Trustees approved the creation of a Transformational Leadership Academy. Consistent with the FutureThink vision designed to create a preferred way of delivering clinical care in Ohio, the Academy will support Ohio hospitals in their efforts to create their own preferred vision for delivering high quality care. Over a 14-month period and through leadership workshops and the design and development of transformation pilot projects, leaders in Ohio hospitals will develop new skills and receive consultation from experienced transformational leaders to facilitate improved health care delivery in their hospital. Hospitals will share results of their projects so all can benefit from the experiences without having to duplicate them.

**Objectives:** Through the development of a vision for each hospital and supporting the individual and team leadership foundation needed for transformation, each hospital team will develop and design a pilot project that:

- maximizes consumer's physical, mental and spiritual well-being;
- creates use of technology for greater health care team effectiveness;
- creates highly attractive work environments
- builds collaboration in the healthcare team and in professional education system
- demonstrates financial and clinical accountability to the citizens of Ohio.

**Academy Outcomes:** Each hospital participating in the Academy will have the opportunity to develop 10 transformational leaders and a new model for delivering care at their hospital. Therefore, Academy outcomes include the following:

- Innovative clinical delivery methods and models
- Improved patient outcomes
- New leaders developed for continued transformation of Ohio's healthcare system to aid in hospital's succession planning
- Improved work environments

**Goals:** The Academy, supported by OHA, OONE and other partners, will help hospitals and health care providers improve patient care and reduce nurse turnover. The Academy will begin selecting applications for Academy programs to begin in fall 2006. The Transformational Leadership Academy will fundamentally change the way health care is provided in Ohio.