



VISTA Essentials Healthcare Leadership Certificate Program is an 8-week program, designed for individuals looking for a cohort to study and grow with during their leadership journeys.

This VISTA version includes 8 self-paced chapters of core online content, and two live virtual Zoom™ sessions.

Up to 15 accredited CME hours (*AMA PRA Category 1 Credit(s)*™), and Digital Completion Certificates are awarded upon successful completion.

Personal Leadership

1. DiSC Knowing Yourself

- Completion of DiSC Leadership Assessment
- Understand personal leadership strengths and areas of opportunities

2. Personal Leadership Effectiveness

- Recognize and employ attributes of highly effective leadership
- Reflect on the essential personal leadership skills necessary to affect change and improve performance

3. Goal Setting

- Understand the purpose in goal setting for a leader
- Review and practice the components of SMART goal setting and apply SMART goal components to set a personal and professional goal

4. Emotional Intelligence

- Identify personal attributes important in effective leaders and develop techniques to foster their emotional intelligence
- Explore the four key components of EQ and practice skills necessary to grown EQ

Working with Others

5. Essential Components of Effective Communication

- Recognize that leadership style is directly connected to your communication style
- Recognize that the overall purpose of communication it to make a connection with the person or people you are communicating with

6. Difficult Conversations and The Art of Effective Feedback

- Demonstrate knowledge in the application of preparing for a difficult conversation
- Develop communication awareness to recognize situations where negative feedback is needed and apply positive tactics for successful delivery

7. Building an Effective Team

- Learn to match appropriate roles and responsibilities to players to maximize ability to resolve problems
- Establish a team culture for all player roles to flourish resulting in problem resolution
- Discover and employ practical skills in collaborative leadership to guide health care teams

8. Understanding Team Dynamics and Addressing Team Conflict

- Explore challenges of creating and supporting diverse and representative teams in health care
- Using what you know about your team's personalities and styles to complement team success