

**RESIDENTIAL PROGRAM (6 courses)**

| Competency (%)  | (B)eginner | (I)ntermediate | (A)dvanced | Target |
|---|------------|----------------|------------|--------|
| <b>LEADERSHIP IN THE HEALTHCARE ENVIRONMENT</b>   |            |                |            |        |
| I.1 Create and execute a leadership development plan that reflects both personal and professional goals and activities to support lifelong learning and growth. |            | 13             | 87         | A      |
| I.2 Make strategic choices and demonstrate leadership skills that reflect individual development  |            |                | 100        | I      |
| I.3 Demonstrate leadership skills that reflect sensitivity, evidence of servant leadership and cultural competence.   | 2          | 9              | 89         | I      |
| <b>CRITICAL THINKING IN A COMPLEX AND COMPETITIVE ENVIRONMENT</b>   |            |                |            |        |
| II.1 Apply appropriate concepts, skills, and tools to strategic thinking and planning in the healthcare environment.  | 2          | 25             | 73         | A      |
| II.2 Analyze cause and effect relationships that involve or would enhance critical thinking.  | 2          | 32             | 66         | A      |
| II.3 Assess changing internal and external environments and conditions within a systems perspective to develop innovative healthcare management strategies.     |            | 47             | 53         | I      |
| II.4 Apply the scientific method to analysis of data, decision-making and problem solving.  | 6          | 18             | 76         | I      |
| <b>MANAGEMENT IN THE HEALTHCARE ENVIRONMENT</b>   |            |                |            |        |
| III.1 Apply general and higher level management concepts that are relevant to health care organizations.  |            |                | 100        | I      |
| III.2 Identify the needs of major stakeholders and demonstrate effective techniques for teamwork, conflict management and influencing change.                   |            | 16             | 84         | I      |
| III.3 Demonstrate the ability to integrate strategic financial thinking and to make managerial decisions.   |            |                |            | I      |
| III.4 Use emerging technology appropriately to inform, collaborate and coordinate with stakeholders.  |            |                |            | A      |
| III.5 Apply organizational behavior concepts that are inclusive and positively impact working relationships.  |            | 16             | 84         | I      |
| <b>POPULATION HEALTH WITHIN THE HEALTHCARE ENVIRONMENT</b>  |            |                |            |        |
| IV.1 Assess the impact of changes in organizational, legal, regulatory and political environments for a given health care organization.                         |            | 4              | 96         | A      |
| IV.2 Apply population health strategies to strengthen quality improvement and healthcare delivery outcomes.   |            | 10             | 90         | I      |
| IV.3 Apply appropriate data analytics techniques to inform population health management decisions   | 5          | 53             | 42         | A      |
| IV.4 Demonstrate through role modeling and behavioral actions cultural competence awareness, sensitivity, and competence.                                       |            |                |            | I      |
| <b>COMMUNICATION</b>  |            |                |            |        |
| V.1 Identify and use appropriate communication strategies based on audience characteristics and communication goals.  | 1          | 17             | 82         | A      |
| V.2 Develop, organize, synthesize and articulate ideas and information in written communication   |            | 21             | 79         | A      |
| V.3 Speak and listen clearly and effectively before individuals and groups, and in both formal and informal settings.   | 1          | 3              | 96         | A      |
| <b>PROFESSIONALISM AND ETHICS</b>   |            |                |            |        |
| VI.1 Show participation and membership professional associations.   |            |                |            | I      |
| VI.2 Demonstrate professional contributions through participation and/or presentations at professional meetings   |            |                |            | I      |
| VI.3 Create professional and ethical development goals  |            | 7              | 93         | I      |
| VI.4 Use self-assessment tools, to monitor and continuously improve ethical decision- making skills in personal, professional and organizational environments.  | 4          | 36             | 60         | I      |