

MDH Leadership Development Program

ICAHN Fellowship Project

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MDH Leadership Development Program

Challenges and Responses

Fragmented leadership development pathways.

→ A structured, guided pathway for growth.

Inconsistent onboarding and communication.

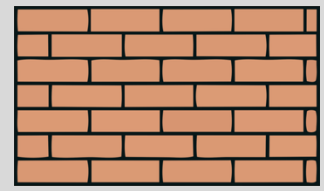
→ Standardized tools that strengthen alignment.

Peer-to leader transition gaps

→ Clear expectations that support new leaders.

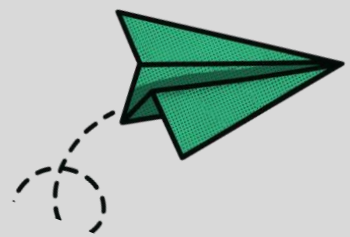
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Project Roadmap



Build the Foundation

Develop an orientation model, curriculum, tools, and a committee structure.



Launch the Program

Roll out orientation, mentorship, and incorporate bi-monthly leadership labs.



Evaluate and Refine

Gather feedback, assess outcomes, and strengthen sustainability.



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Stakeholders & Strategic Buy-In



- Executive leadership provides strategic direction.
- Gather feedback from my ICAHN Fellowship coach.
- Program owned by a multi-disciplinary committee.
- CHRO included to ensure decision-making authority.
- Ensure goals match MDH Mission, Vision, and Values.
- Directors engaged as active participants.
- Secure time & resources for growth & sustainability.

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Research & Risk Assessment



BENCHMARKING

Insights gained from previous programs and colleagues.

SUSTAINABILITY

Ensuring program longevity despite time constraints.

GAP ANALYSIS

Observing behaviors & needs of MDH team leaders.

FOUNDATIONAL RESOURCES

Sourcing proven tools and external expertise.

RISK

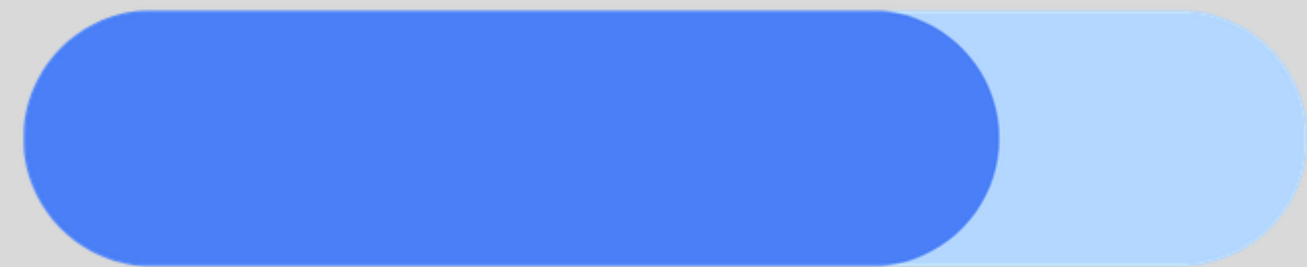
Maintaining manageable & meaningful content.

MITIGATION

Strategically planning to prevent “initiative fatigue.”

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Progress and Challenges



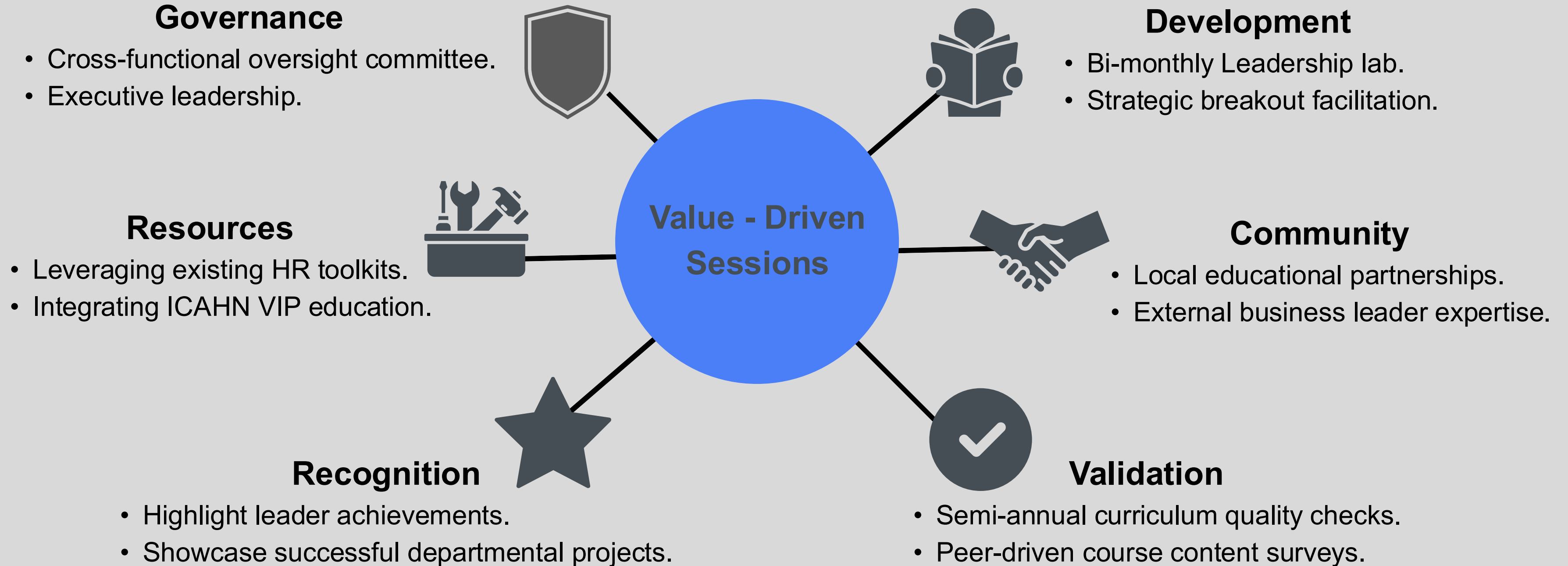
- Adaptive orientation & mentorship formulated for new leaders.
- Curriculum and a list of potential presenters secured.
- Committee structure defined.
- Director surveys shaped the program design.



- Time and workload demands.
- Addressing diverse experience levels.
- Keeping the work manageable

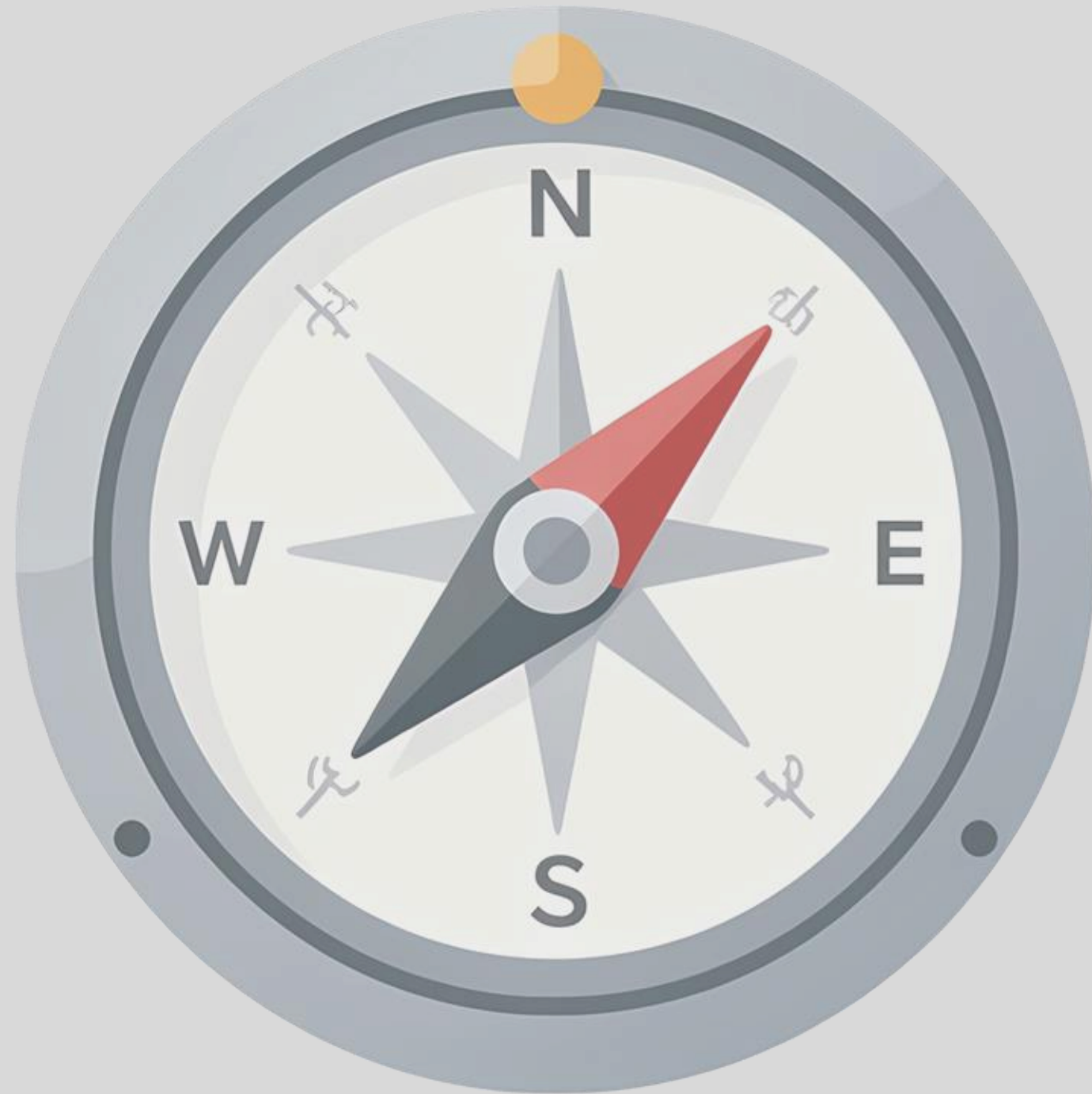
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Outcomes & Sustainability



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The Path Forward: Implementation & Culture Impact



Set the Course

- Finalize committee membership.
- Set committee meeting cadence.

Prepare for Launch

- Review curriculum and materials.
- Launch six-month pilot

Strengthen Our Culture

- Evaluate outcomes and refine.
- Reinforce leadership expectations.

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Thank You

I look forward to your thoughts and your questions!