

# UVA Health Leadership Institute Preliminary Planning/Visioning

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# Why Develop a Health Care Leadership Institute at UVA?

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Strong Support in Strategic Planning-Making UVA the Best Place to Work

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Creates opportunities for advancement and succession planning- “Build the Bench”

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Instill and inspire a culture of continuous learning and improvement

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Distinguish UVA as the national leader in Health Care Leadership Education at all levels

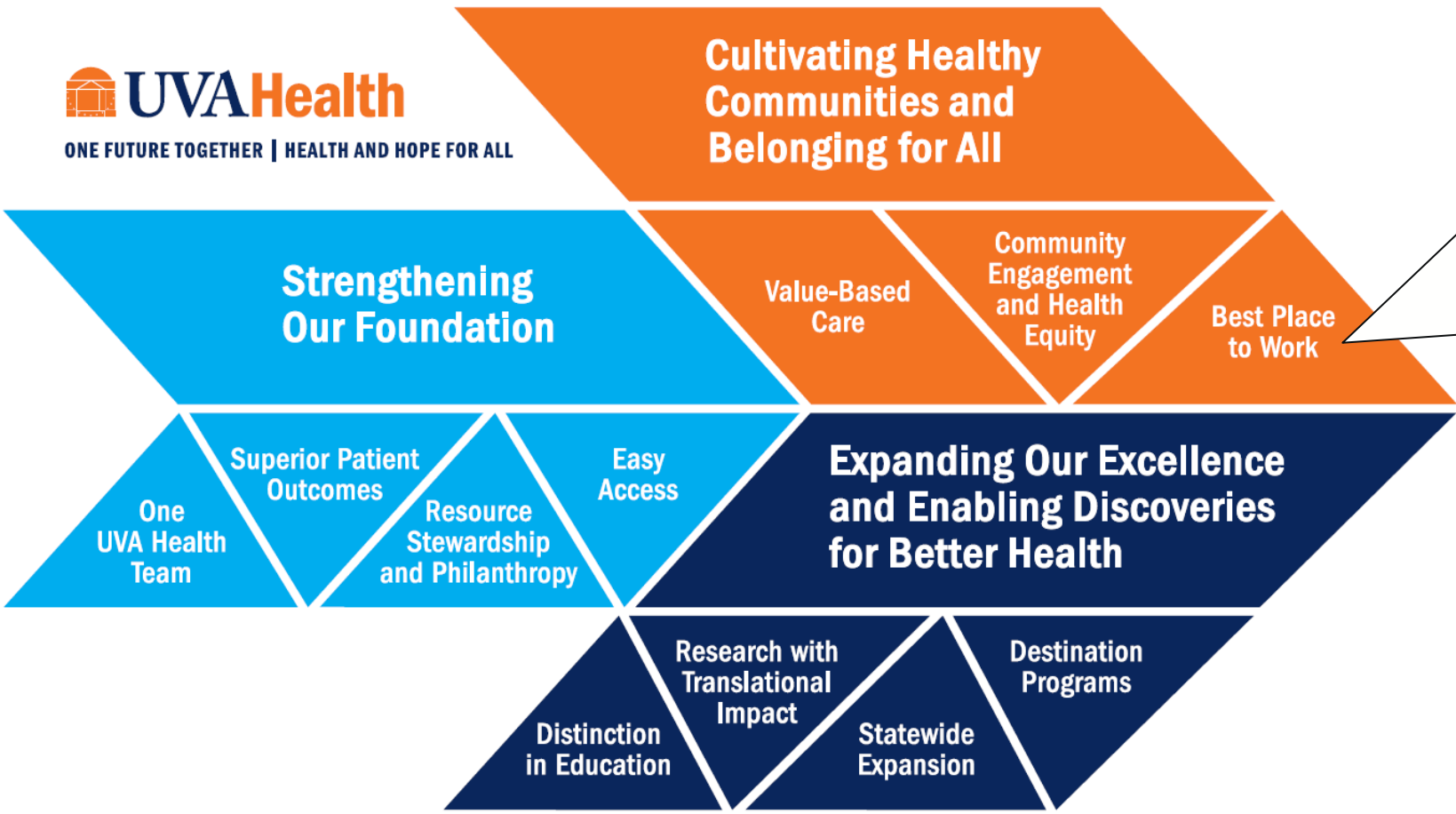
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Brings together many excellent programs and partners across Grounds

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# UVA Health's Strategic Plan



Launching a Leadership Institute emerged as one of many high impact opportunities to advance our journey to be a best place to work.

Developing future leaders from within the organization will be a key component of UVA Health's long term success.

# One Future Together | Health and Hope for All

- Launching a “UVA Health Leadership Academy” to cultivate the next generation of leaders from within the organization.



## CULTIVATING HEALTHY COMMUNITIES AND BELONGING FOR ALL

### Best Place to Work

We care deeply about our people and building a great culture. In the face of national workforce shortages, UVA Health must be a destination for talent at every level by becoming the best place to work, learn, and grow. Illustrative key activities include:

- Launching a “UVA Health Leadership Academy” to cultivate the next generation of leaders from within the organization.
- Fostering a culture of “yes” and innovation; e.g., *launching an annual Health System Innovation Competition.*
- Enhancing and expanding human resource services aimed at optimizing recruitment and retention, and cultivating a workplace of choice.
- Investing in our physician, nursing, and interprofessional talent along every career stage.
- Continuing to achieve American Nurses Credentialing Center’s Magnet designation (or “Pathway to Excellence” as appropriate by site).

### Community Engagement and Health Equity

We have a long-standing relationship with the communities we serve and seek to deepen our engagement and dialogue to collaboratively address their most pressing health needs. Illustrative key activities include:

- Creating a workforce that resembles the communities we serve.
- Opening new community-based neighborhood clinics and outreach sites that address our community’s needs.
- Expanding workforce programs to increase UVA Health recruitment from our communities, and foster equity and upward mobility; e.g., “*Earn While You Learn.*”

### Value-Based Care

We will position UVA Health to be a regional leader in the transition from fee-for-service to value-based care beginning by improving the health and well-being of our workforce. Illustrative key activities include:

- Supporting our team members by encouraging healthy lives that enhance well-being and developing tailored options for UVA employees to enhance access to care.
- Expanding primary care across UVA Health’s service area to enhance access (both in person and virtually).
- Creating an infrastructure focused on population health that advances our clinical performance in value-based care models and our scholarship in the public health sciences.

Cultivating Healthy Communities and Belonging for All

# Vision

## An institute that is....

- Best in Class
- Comprehensive/Broad
- Nationally Recognized
- Impactful-Culture
- Inclusive
- Visionary
- Innovative

# Who does this well? What can we learn from them?



# Penn Medicine Academy (PMA)



# Penn Medicine Academy (PMA) Services





## Current Activities

- Connecting with internal and external stakeholders
- Assessing Current HC Inventory-across grounds
- Identifying GAPS-Develop a Needs Assessment
- Assembling the Task Force

## Opportunities

- Executive Leadership/BOV Support
- Scope of Institute
- Finance/Philanthropy
- Leadership/Governance
- Partnerships-utilize University Strengths

# Recommendations

Assemble the Task Force

Complete Inventory/GAPs

Complete Needs Assessment-Survey/Focus Groups

Build the Team(Start Now)

Convene Strategic Retreat-1yr/3yr Goals

Deliver Early Victory-Advanced HC Leadership Academy(10/1/23 Start)



**LEADERSHIP INSTITUTE**

*“Transforming Health and Inspiring Hope...  
One Leader at A Time”*



**LEADERSHIP INSTITUTE**