

2025 OSHA Conference

Recorded Presentation: **A College-Wide Interprofessional Leadership Training Initiative**

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Objectives:

1. Recognize the purpose of leadership training for faculty and staff
2. Describe the link between self-awareness and developing leadership skills
3. Identify the significance of leadership training

1. **Introduction:** The faculty and staff in the College of Allied Health on the OU Health Campus participated in leadership training during 2021-2024. The consultant used tools from a company called GIANT Worldwide.

- a. Objective 1: The purpose of leadership development training was to develop leaders and improve workplace culture.
- b. The initial three-year training sessions built the foundation and served as the springboard for the leadership training initiative for faculty and staff that was launched in 2025.
- c. The College of Allied Health launched the Office of Transformative Leadership (OTL) in 2025 to continue the work started in previous years. The focus of this presentation is to describe the process for faculty/staff leadership training sessions.

2. Office of Transformative Leadership (OTL): Mission and Goals

- a. Mission: to provide innovative leadership development opportunities
- b. Goals: to equip faculty, staff, and students to function well in complex healthcare environments

3. Structure of the Office of Transformative Leadership

- a. The OTL Director oversees three groups: the faculty/staff training workstream, student training workstream, and the assessment workstream. The director plus members of the three workstreams includes twelve members, including faculty and staff.

4. Self-Awareness and Leadership Skills

- a. Objective 2: The link between self-awareness and developing leadership skills is that we need to know ourselves to lead ourselves to lead others. This requires a willingness to look in the mirror and consider those with whom we are interacting.

5. Overview of the process to offer leadership training to faculty and staff

- a. Foundational tool: The 5 Voices (based off of a book with the same name) to increase self-awareness and implement use of common leadership language
 - i. Nurturer: 43% of the population, champions people and relational harmony, may not speak up, fear conflict
 - ii. Creative: 9% of the population, champions future ideas, innovation and organizational integrity, may struggle to communicate effectively and have tendencies toward perfectionism
 - iii. Guardian: 30% of the population, champions due diligence, resources, and efficient processes, can bring excessive critique and may be risk averse
 - iv. Connector: 11% of the population, champions relational networks and collaboration, may take it personally when their ideas are challenged
 - v. Pioneer: 7% of the population, champions problem-solving, strategic vision and are focused on results, may lack sensitivity and be unwilling to listen
- b. Additional tools from GIANT worldwide to increase self-awareness and cultivate a common leadership language

6. 2025 OTL Programming Initiatives

- a. Hosted monthly leadership academy sessions with faculty and staff
- b. Provided monthly leadership roundtable discussions
- c. Facilitated one session about how to provide and receive feedback. The audience includes faculty, staff, and students.
- d. The OTL also provides departments with tailored training opportunities upon request

7. Key Results

- a. Objective 3: Built a healthier culture in the workplace
- b. Improved self-awareness and improved awareness of others' leadership voices
- c. Cultivated a common leadership language and developed a culture of leadership across audiences

- d. Demonstrated effective teaming, collaboration, and scalability
- e. Embedded assessment as part of training sessions

8. Lessons Learned/Challenges

- a. Experienced logistical challenges of scheduling multiple group sessions
- b. Leveraged Qualtrics for faculty and staff to use to sign up; learned to track attendance the day of events
- c. We identified a need for an OTL brand so audiences can quickly distinguish messaging from other email messages.

9. Future Plans

- a. Strengthening the branding partnerships and marketing for the OTL
- b. Broaden our offerings within and outside the College of Allied Health
- c. Explore ideas regarding application-based learning opportunities so participants can practice leadership skills in an environment meant to do so.
- d. Continue leadership training for new faculty and staff members

10. Resources

- a. Kubicek, J., Cockram, S. (2016). The 5 Voices: How to Communicate Effectively with Everyone You Lead. Wiley Publishing.
- b. Kubicek, J., Cockram, S., Spies, A. (2025). GiANT Worldwide, LLC. Mission is to help create organizations everyone wants to work for.
<https://www.giantworldwide.com//>
- c. Kubicek, J., Cockram, S. (2015). The 5 Gears: How to be Present and Productive When There is Never Enough Time. Wiley Publishing.

11. Questions or Comments are Welcomed.

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