

# LEADERSHIP AND MANAGEMENT ACADEMY (LAMA)

The Leadership and Management Academy (LAMA) was developed in 2018 in collaboration with key stake holders from SHC Human Resources, nursing leadership, physician partners, Stanford Medicine's Value Improvement Programs, and support services leaders. LAMA's aim is to provide mid-level leaders with a structured program to facilitate role transition as a new leader, build peer support networks, and standardize training across disciplines. LAMA is a six-month program that has a competency-based approach and consists of 10 sessions in which the participants learn valuable tools that they can utilize in their new leadership roles and all participants complete a leadership project. Topics covered in the sessions are targeted to provide knowledge in the area of leading and managing at SHC. The robust curriculum includes topics such as how to ensure inclusive diversity at work, the role of the Ethics Committee in clinical practice, how to identify causes of unethical behavior and to improve opportunities to make ethical decisions in business, challenges of leading in a union environment, establishing team purposes to promote health, how best to create transpersonal caring moments at work with a focus on self-care and self-renewal, conflict resolution, and much more to promote well-rounded, resourceful, and knowledgeable leadership at SHC. LAMA also provides the new SHC leaders with knowledge on the numerous tools and resources available to all SHC staff in order to best lead and assist their staff in all SHC endeavors. The program is designed for employees who are new to a mid-level leadership role at SHC. Eligible participants are required to have been at SHC for at least one year, must have assumed their leadership role within two years prior to applying, or must have had three years of progressive leadership experience.

