

Educate. Motivate. **Succeed.**



# LEADERSHIP ACADEMY

*Cost-effective, High-quality Education*



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## GOALS for Leadership Academy

### Communication Skills

Focusing on effective communication that is essential to great leadership, management, and patient safety.

### Management Skills

Supporting managers as they transition from transactional work to strategic managers who execute the vision of the organization while empowering staff.

It can be challenging to ensure quality training for healthcare and business leaders in our rural communities. Often times staff will have to travel far for expensive classes while managing their very busy schedules. Western Healthcare Alliance (WHA) has been providing leadership education for over 15 years. We listen and respond by providing leading experts in relevant topics for today's leaders.

Leadership Academy focuses on different areas geared toward improving performance and motivating staff to be the best they can be. Classes are based on attendee feedback and suggestions.

Who should attend? Newly appointed and existing leaders with high potential for future leadership roles or those looking to hone their skills and re-energize their role in the workplace. Featuring full-day in-person classes, webinars, and multi-day virtual webinar series, these classes are guaranteed to take your leadership skills to the next level.

Questions? Contact us at [learning@wha1.org](mailto:learning@wha1.org) to learn more.

# Leadership Academy OFFERINGS

## Scheduled

WHA's Leadership Academy program is designed to provide cost-effective, high-quality education for busy leaders.

Throughout the year, WHA offers various scheduled courses with topics based off attendee feedback.

View upcoming courses and sign up today at [wha1.org/wha-leadership-academy](http://wha1.org/wha-leadership-academy).

## Participant TESTIMONIALS

"I really enjoyed the positivity and engagement and appreciated the number of resources mentioned and diving into some of the change theories in a way that was easy to understand and not overly condescending, it was refreshing."

– San Luis Valley Health

"This was so insightful and practical! I can put skills to use right away."

– Community Hospital

"I appreciated the direct, no-nonsense way of the course and the tools provided. It wasn't the same content as many other leadership courses I have done."

– UCHealth Yampa Valley Medical Center

## Custom

Do you have a need for onsite education, customized just for your team?

WHA can help!

"The course was very beneficial to the needs of leaders! I would recommend this class to all leaders!"

– Aspire Rural Health System

"Honestly, this was one of the best courses I've done for leadership. As a newer manager the instructor gave me real tools to implement in real time to make an impact. She was a great educator, and I loved how she had examples because it really made it relevant and relatable."

– Southwest Health System

# OUR INSTRUCTOR



## ANGELINA SALAZAR, MA

Chief Executive Officer  
Western Healthcare Alliance

Angelina serves as Chief Executive Officer of Western Healthcare Alliance and its affiliated companies, where she partners with the Board of Directors, key stakeholders, and the executive management team to develop strategic initiatives that strengthen rural healthcare across Colorado, eastern Utah, and Michigan's Thumb Region. Since joining WHA in May 2016 as a marketing and communications leader, she has demonstrated exceptional growth, advancing to interim CEO in July 2018 and being named permanent CEO in January 2019.

Her healthcare leadership journey began after a successful career in education, where she rapidly progressed from Outreach Coordinator to Regional Development Director for a national nonprofit, developing innovative programming and support systems. Transitioning to healthcare, Angelina quickly distinguished herself at a Critical Access Hospital in western Colorado, advancing from marketing roles to Director of Customer Service, Marketing, Community Relations, and Development, and ultimately to Vice President of Business Development. In this executive capacity, she orchestrated comprehensive communications strategies, managed physician services, and identified critical business development opportunities while establishing robust infrastructure supported by state and federal grants, fundraising initiatives, and foundation development.

Angelina's commitment to rural healthcare extends beyond her executive role through her extensive board leadership, including serving as Board President of the Colorado Health Institute and Co-Chair of Club 20 Healthcare Policy. She also contributes her expertise to the National Cooperative of Health Networks Board, National Rural Health Association Rural Health Policy Congress, Ariel Clinical Services Board, and the National Rural Health Innovations Board. Through these roles, she has significantly enhanced visibility, impact, and financial stability for rural healthcare initiatives.

Her educational foundation includes a Bachelor of Arts in English with a Spanish minor and dual Master of Arts degrees in Language Acquisition and Psychology. She holds professional certifications in mediation, conflict resolution, facilitation, Reality-based Leadership instruction, and executive coaching, bringing a unique combination of communication expertise, psychological insight, and leadership acumen to her role in transforming rural healthcare delivery.

# REALITY-BASED LEADERSHIP PHILOSOPHY

## Ditching The Drama & Turning Excuses Into Results

The Reality-Based Leadership Program is founded through research which proved that a tremendous hit to any organization's bottom line is waste – more specifically, the emotional waste of drama. Emotional waste shows itself as resistance to change, entitlement mentalities, complaints about workload, over-dependence upon management, lack of nimbleness and adaptation, and using circumstances or the environment as excuses for missed goals.

Emotional waste erodes business cases for new implementations, slows growth of organizations, and drains much of the margin on even the best business concept. And yet, most financially-minded leaders and investors ignore the incredible opportunity to reduce emotional expenses in favor of more concrete reductions in spending on expenses.

As with any waste, the best way to reduce that waste is through implementing great processes and engaging great people. Reality-Based Leadership provides leaders with the competencies necessary to change the mindsets of their teams, teach great mental processes that eliminate emotional waste of drama while ensuring top engagement and accountability. This philosophy isn't just about raising morale, but about turning talent into productivity. The philosophy truly captures the value that leaders can bring to the organization and ensures that value is visible throughout the organization.

### **Participants will learn how to:**

- Conserve team energy and direct leadership resources to issues with the highest possible ROI.
- Reduce stress and conflict in their own life and the lives of their teams.
- Enhance engagement and accountability of human resources.
- Utilize development opportunities to enhance the capabilities of their talent.
- Build a performance expectation of “thrivability” for each employee.
- Avoid the most common things leaders do to create barriers to their own change efforts.
- Understand the new employee value equation – the way in which employees truly add value in the workplace.
- Enhance the leaders’ ability to hire, coach and reward those who can truly impact the mission of the business.
- Utilize simple, yet powerful, strategies that help employees move from a mentality of learned helplessness to personal accountability.

# MANAGING CONFLICT

## Skillful Conversations To Build Trust

Do you struggle to manage your frustration or avoid difficult conversations entirely? Do you know how to effectively reach a resolution when approaching a conflict? This workshop focuses on common challenges people have with communication like being assertive, speaking with clarity, managing emotions, reflective listening, and more. This course will lead participants through the skills needed to tackle conflict and difficult conversations.

### **Participants will learn how to:**

- Self-assess and discover your natural “conflict style”, exposing you to potential new styles for different situations.
- Recognize “triangulation” and how to avoid it.
- Implement tools to improve “A-to-B” communication.
- Help others improve their conflict resolution results.

# MIND MATTERS

## Managing Perceptions For Better Interactions

Your subconscious holds the beliefs or programs that ultimately create the reality that you live every day. Do you look outside of yourself to explain what's wrong with your life? Would you like to increase your confidence, improve your communication, handle conflict, dispel anxious feelings, create rapport with others, understand and use body language, and overall, be more effective in your life? Change the program and you change the result. Learn how to view yourself from the outside in and use your perceptions to be a conscious leader.

### **Participants will learn how:**

- The conscious and unconscious mind work.
- Perceptions are formed.
- To establish rapport with anyone.
- To obtain tools to examine and reprogram areas of your life where you want change.
- To determine your work values to better create a successful environment.

# MEMBERS ONLY PORTAL

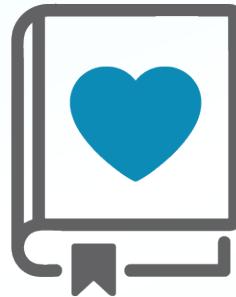
In the Leadership Academy Members Only Portal, you will find a growing list of free Leadership Academy classes for members to access at any time. Visit the portal on [wha1.org](http://wha1.org) to login or create an account, then use the search feature within the portal to find the class you are looking for.

## Available Classes

- Elevate Your Team with Better Management Behaviors
- Email Etiquette: How to Eliminate Embarrassing Mistakes
- Healthcare 101 Virtual Series:
  - *Customer Service Tools You Can Use Today*
  - *Finding & Growing Physician Leaders*
- Work-based Learning Pipelines: How to Grow Your Own
- A Quick Way to Know if Your Organization is Financially Healthy
- Clinician Burnout: What Is It & How to Prevent It
- Empowering Communities: Strategies for Successful Grant Writing
- Performance Management: Guiding Your Most Valuable Resource
- Strategic Planning for a Rapidly Changing Environment: A Roadmap for Hospital Leaders
- Keeping Our Best at Home: Employee Retention Strategies
- Clinically Integrated Network 101: A Roadmap to the Future
- Change Management: Learning How to Lead Change

*Check back regularly for additional classes!*

Additional classes held 2020 - 2022 can be found in the archive folder on the portal.



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