

# Human-Centered Leadership Program (HCLP)

## Developing Human-Centered Leadership

HCLP is a transformative learning experience designed with a human-centered leadership framework to complement the existing skillsets of College of Medicine physician, research, and staff leaders.

Working and leading others in the medical field involves many stressful and emotionally charged situations. Human-centered leadership is critical for building relationships and teams, resolving conflict, solving programs, leading effectively, and building resilience. One of the most effective ways to master this approach is to build awareness of emotional intelligence skills, along with an ongoing commitment to practicing and improving these skills.

Over the course of the four-month program, participants will build and improve emotional intelligence and human-centered leadership skills by:

- Learning what Emotional Intelligence is and how it relates to effective leadership
- Gaining a greater awareness of one’s own ‘EQ’ (emotional quotient)
- Building one’s confidence and ability in emotional and social skills that impact leadership
- Generating a plan for leadership and self development
- Receiving 3 individual coaching sessions with a certified coach

Applicants should be employed by the College of Medicine for one year and be in good standing. Examples of positions that would be a good fit for this program include (but are not limited to) the following titles: Division Chief, Department Chair, Center Director, Assistant/Associate Dean, Program/Project Director, Research Director, Department Administrator, Assistant/Associate Director, etc.

Applicants must be able to attend all of the group learning events (August 21, September 11, October 23, and December 4). Applications due April, 18 2025 at 5pm.

### Agenda

|                    |               |  |                                 |
|--------------------|---------------|--|---------------------------------|
| August 21, 2025    | 12 to 1 pm    | Welcome and Assessment Instructions  | Virtual                         |
| September 11, 2025 | 11 am to 1 pm | Kick-Off and Assessment Debrief  | Dean’s Conference Room (MN 136) |
| September 2025     | Varies        | Individual Coaching Sessions   | Virtual                         |
| October 23, 2025   | 11 am to 1 pm | Deep dive into Emotional Intelligence: Self-Perception, Self-Expression, Interpersonal | Dean’s Conference Room (MN 136) |
| November 2025      | Varies        | Individual Coaching Sessions   | Virtual                         |
| December 4, 2025   | 11 am to 2 pm | Deep dive into Emotional Intelligence: Decision-Making, Stress Management. Graduation. | Dean’s Conference Room (MN 136) |
| December 2025      | Varies        | Individual Coaching Sessions   | Virtual                         |



[Apply.](#)