



Leadership & Development

TRAINING SERVICES

Rural Health Education & Services | University of Kansas Medical Center

Rural Health Education and Services (RHES) offers services to help strengthen the Kansas health care workforce through professional development and leadership training sessions.

Sessions are tailored to meet your organization’s goals and can be delivered to all employees or specific groups, Trainings are mostly delivered on-site at your facility (with a few available virtually).

Critical Access Hospitals & Rural Health Clinics in Kansas will receive the services (valued at \$1,600) from RHES. Health care organizations are responsible for additional materials, as applicable, and travel expenses for instructors. Additional leadership and staff development training sessions are also available.

Employee Engagement and Workplace Culture Survey

Gallup® CliftonStrengths®

Effective Communication Strategies

TypeFinder Personality Test (MBTI®)

Working Together: What’s Generation Got to Do With It?

Motivational Approaches

Work-Life Balance and Burnout

Conflict Management and Resolution Strategies

Kansas Leadership Center (KLC)

Personal Learning Styles

Supervisor and Manager Training Situational Leadership® Model

Group and Team Development

Quiet Quitting & How to Address It

Welcoming Environments



Tara Morrow is the KBP and Education Manager at Rural Health Education and Services, the University of Kansas Medical Center. She manages the Kansas Bridging Plan (KBP) loan forgiveness program and develops and delivers curriculum to rural health care organizations helping support positive organizational cultures and increasing employee engagement. Tara received a B.A. from Fort Hays State University in Communications and a M.S.E. from the University of Kansas in Educational Policy and Leadership. She is a certified Gallup-Certified Strengths Coach and Trainer and certified as a Kansas Leadership Center Teacher and Facilitator. Tara has been teaching communication and leadership courses for more than 20 years at the collegiate level. Tara grew up in rural Northwest Kansas and has a passion for helping strengthen the health care workforce in rural communities. She has been a member of the RHES team for more than 15 years.

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Baseline Survey

Employee Engagement and Workplace Culture Survey

This is a staff-wide engagement survey where the results help identify the workplace culture of your organization. To foster candor, Rural Health Education and Services (RHES) collects the results as a third-party. A full report of aggregated responses, summary of highlights and recommendations is shared with the organization. *Value: \$500*

Training

Leadership and Staff Development Training Services

Select from a variety of training sessions and audience options. Session evaluations, as well as requests from participants for future training are provided to the organization. *Value: \$150 – \$200/hr.*

Training Time		Audience for Training		Delivery	
1 Hour	2 Hours	Everyone	Leaders	In-Person (\$200/hr)	Online (\$150/hr)

Gallup® CliftonStrengths®

More than 90% of Fortune 500 companies have used CliftonStrengths® to bring the power of strengths-based development to their workplace culture. Over 22.7 million people have taken the assessment and according to Gallup®, Inc. research, people who know and use their strengths are:

- more engaged at work
- more productive in their roles
- happier and healthier

Our Gallup-Certified Strengths Coach will help participants identify their strengths using a common language. By naming the individual talents of each member of the organization, employees can be utilized in the most effective positions. In turn, this will allow them to develop their required skills, help reduce turnover, improve employee morale and ultimately improve the organization's overall performance.

Additional Cost: All participants must complete the online assessment. \$20/person for top 5 Strengths Report, or \$50/person for all 34 Strengths Report.

Effective Communication Strategies

Communication is one of the most important aspects of interacting with others. In this one-hour session, participants will practice the communication strategy of “Describe, not Evaluate” and learn specific techniques to use when requesting something from someone.

TypeFinder Personality Test (MBTI®)

The Myers-Briggs Type Indicator® (MBTI®) is based on psychosocial preferences in how people perceive the world and how they make decisions. During this session, participants take an inventory to discover their four principal psychological functions – sensation, intuition, feeling and thinking. With these insights participants can make more informed decisions, better communicate with others and build stronger relationships.

Working Together: What's Generation Got to Do With It?

Four different generations are working alongside together in the workforce today. This session will review each generation's characteristics and celebrate the value they bring to the workplace. The facilitator will also present the best communication styles and what employers can do to engage each group.

Motivational Approaches

Motivation is the force that draws one to move toward something. Participants will examine various types of motivation approaches and identify appreciation incentives in which they respond.



Work–Life Balance and Burnout

Work–life balance describes the time working individuals need to allocate for their professional and personal lives to be in balance. Participants will identify cues of burnout and create facets of work-life balance options that they can implement into their lives.



Quiet Quitting & How to Address It

This session explores how to engage front-line managers and help them combat quiet quitting. Participants will receive evidence-based research highlights from Gallup’s *State of the Global Workplace 2022 Report*. They will also discuss workplace brokenness and gain ideas on how to address it.



Conflict Management and Resolution Strategies

Based on the Thomas-Killman Model, participants will take a Conflict Styles Inventory. This self-assessment provides participants with feedback on their preferred conflict management styles. With this instrument, our facilitator helps participants understand how using different conflict management styles affects relationships and group dynamics, empowering them to choose the best approach for any situation.



Kansas Leadership Center (KLC)

The Kansas Leadership Center is a non-profit organization committed to fostering leadership for stronger, healthier and more prosperous Kansas communities. Our certified KLC teacher and facilitator will engage your team/staff with the KLC’s principles, competencies and definition of leadership. Using the KLC framework, participants will identify key areas where they need to stretch, grow and experiment. Content may include any of the following:

Diagnose Situation: Distinguishing Technical and Adaptive Work, Understanding the Process Challenges, Explore Tough Interpretations, Take the Temperature, Identify Who Needs to Do the Work, Test Multiple Interpretations and Points of View

Manage Self: Know Your Strengths/Vulnerabilities and Triggers, Get Used to Uncertainty and Conflict, Choose Among Competing Values, Know the Story Others Tell About You, Experiment Beyond Your Comfort Zone, Take Care of Yourself

Intervene Skillfully: Make Conscious Choices, Raise the Heat, Speak from the Heart, Give the Work Back, Act Experimentally, Hold to Purpose



Personal Learning Styles

Based on David Kolb’s Experiential Learning Model, participants will evaluate their learning style by a cyclical process of experiencing, reflecting, thinking and acting. The Learning Styles Inventory serves as a catalyst for participants to interpret and reflect on the ways they understand and process information.



Supervisor and Manager Training – Situational Leadership® Model

Management styles based on the Situational Leadership® Theory, developed by Hersey and Blanchard, are flexible. Leaders modify their style of management to suit the existing work environment and requirements of the organization. During this session, leaders will gain the insight to understand when to change their management style, and what leadership strategy might fit each new situation.



Group and Team Development

The term "group dynamics" describes the way in which people in a group interact with one another. When dynamics are positive, the group works well together. When dynamics are poor, the group's effectiveness is reduced. Essentially, "the whole is greater than the sum of its parts." This session will focus on information from the Kansas Leadership Center's Competency: Energize Others.



Welcoming Environments

Both employee-focused and patient-focused approaches share a common theme: the importance of understanding and responding to the needs of individuals.

Employee-Focused

It is essential that today's business leaders create workplaces where employees feel comfortable and welcomed. This type of environment increases worker satisfaction and, ultimately, organizational outcomes.

Patient-Focused

This session will explore the experiences of patients within a health care setting and the importance of effective communication and the social determinants of health and how they affect patient outcomes.



Post Survey

Employee Engagement and Workplace Culture Post-Survey

Six-months to one-year following training, RHES can re-survey employees of organizations, collect and distribute aggregate data and compare focus area results with baseline data. RHES also shares information on best practices on workforce culture and engagement for the future. *Value: \$300*

More Information

Additional Fees and Training

Critical Access Hospitals & Rural Health Clinics in Kansas will receive the services (valued at \$1,600) from RHES. Health care organizations are responsible for additional materials, as applicable, and travel expenses for instructors. Additional leadership and staff development training sessions are also available.

Organizations are responsible for materials and travel expenses for instructors. Payment due upon receipt of invoice.

- Actual lodging expenses
- Travel \$100/hr (Based on travel time. Includes cost of meals)
- Additional preparation time to create curriculum outside of these offerings



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