

ELEVATE YOUR EMERGING LEADERS

A Flexible, Essential Leadership Curriculum for Mid-Level Management in Blood Centers

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Introduction

We've taken what usually spans a year-long leadership program and distilled it down to the essentials, creating a flexible curriculum that works for all kinds of organizations. Mid-level managers often need more support, but long, expensive programs aren't always practical or the right fit.

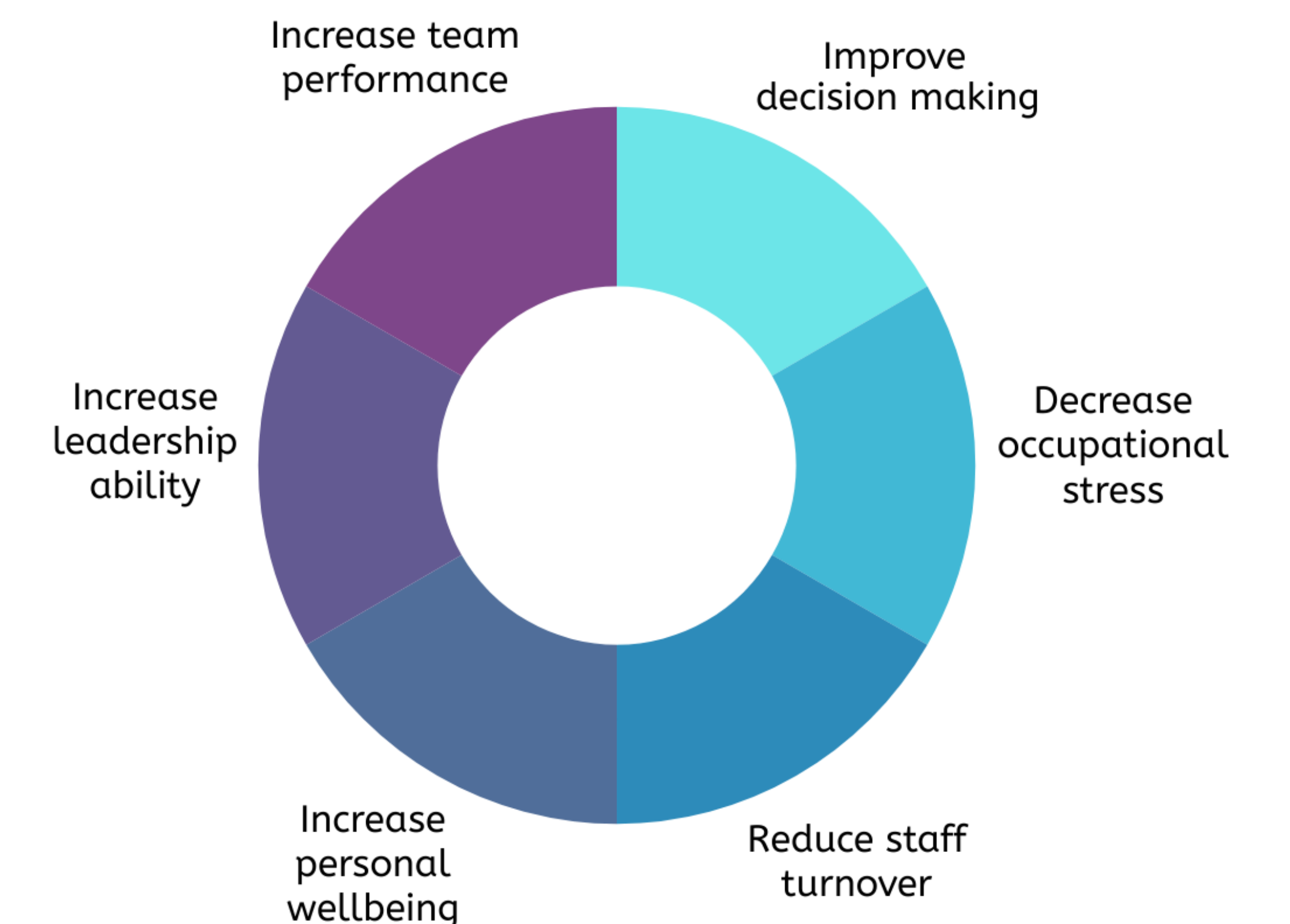


Program Highlights

- This 10-month program is divided into 4–5-week blocks and includes mentor support.
- Each session blends online learning with interactive Zoom discussions, helping participants connect leadership concepts to the real-world challenges faced in blood centers.
- Small-group breakouts provide opportunities for peer support and meaningful collaboration.
- participants meet one-on-one with mentors to discuss how to apply new techniques at work and address any questions they may have.
- Sessions are led by trusted specialists or industry leaders with proven expertise.
- Participants build skills, expand their networks, and make a lasting impact.

Syllabus

- 01 >> Foundation Basics**
Communicating Mission and Purpose to the public
Big picture and macro-logistics of the blood collection industry
- 02 >> Soft Skills Training and Conflict Management**
Curriculum based around blood center specific scenarios
- 03 >> Emotional Intelligence Part I**
Equip participants with the skills to manage their emotions and empathize with others effectively. Deliver DISC Training and Clifton Training to help individuals identify and employ their unique strengths.
- 04 >> Emotional Intelligence Part II**
Practical emotional intelligence tools to enhance interpersonal skills, improve communication, and foster a positive work environment, ultimately leading to better team dynamics and organizational success.
- 05 >> Coaching Others**
Practical tips for effective coaching.
- 06 >> Change Management / Project Management**
Curriculum based around blood center specific scenarios.
Systems thinking approach to understanding complex systems by examining relationships, patterns, and feedback loops rather than isolated parts.
- 07 >> Strategic Thinking**
Case studies based around blood center specific scenarios.
- 08 >> Performance Management**
Effective approaches to ensuring employees are aligned with organizational goals and performing at their best.
Explain the 4-Whys concept
- 09 >> Problem solving**
Structured approaches, tools and techniques such as root cause analysis and design thinking.



The Business Case for Leadership Development

- Employees led by emotionally intelligent managers are 30% more likely to report high job satisfaction.¹
- Companies experience a 17% increase in productivity and a 21% boost in profitability when employees receive targeted training.²
- The average return on investment is \$7 for every \$1 spent on coaching programs for employees.³
- Most former employees in a national survey said they would have stayed if their managers had listened more and communicated better, or if there had been less rudeness or micromanaging.⁴
- Replacing an employee can cost anywhere from 20% to 200% of their annual salary.⁵

Tools for Measuring Success

- Employee retention rates
- Internal promotion rates
- Time-to-productivity for a newly promoted leader
- Team engagement scores
- Donor satisfaction scores

Resources, Details & Acknowledgements

Follow the QR code for program resources

