

Problem: A healthcare association's Education Leadership Institute had an urgent need -- and a one-month timeframe -- for development of a customized course on leadership, intended to be the eighth module in a program of nine modules. The audience was composed of Deans and Assistant Deans of emerging healthcare schools within universities.

Solution: Dr. Waddill was selected to create the online leadership course. Dr. Waddill reviewed all of the preceding courses, identified key leadership themes, concepts, and theories, integrated them into the module, wove in other relevant leadership concepts, recorded an interview with a leader in the healthcare industry, and incorporated the resulting "theories in use" podcasts into the course. The Academic Affairs leadership was so pleased with the results that they reordered the program to make Dr. Waddill's module the capstone course.

Outcomes: Participant feedback on the module was "extremely positive!" It resulted in a contract extension lasting six years. More than 120 healthcare leaders were trained in Action Learning methodology (conducted virtually) and applied leadership theories.