

Colorado Community Health Network (CCHN)

Additional leadership training was held in September of 2015. This training included participation from employees of FQHC's. Colorado Community Health Network represents the 20 Colorado Community Health Centers that together are the backbone of the primary health care safety-net in Colorado. CCHN is committed to supporting FQHC's in maintaining the highest quality care. This workshop was a four day leadership development focus. The difference between this workshop and NLI discussed above is this workshop included interprofessionals from the clinics and not exclusively nurses. Two nurses participated in this workshop.

Participants in this workshop were not coached by staff from the Center. A separate two day coaching workshop followed the four day leadership skill building workshop. Eleven coaches attended this workshop specifically to be introduced to coaching concepts. The coaches in this workshop either self-selected or came at the request of the nurse leader participant. The leader was coached by an individual that attended the coaching training for one year.

Capstones were included as a requirement and capstone examples include effective meeting design, conflict management, and growing emotional intelligence, lowering no show rates and increasing team communication through Friday huddles.

Lessons learned with previous workshops and corrected for this session were consistent with adult learning. Teaching must be interactive, engaging and incorporate different teaching modalities. Adult learners and especially nurse leaders require frequent breaks and built in time to check e-mails and return calls. It became evident that at the start and end of the workshop ½ days work well for those traveling from across the state. Workshop travel times were adjusted.