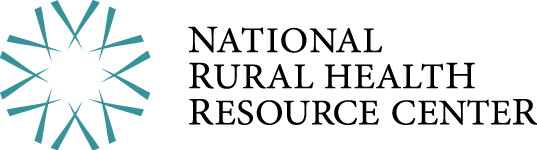
****Mid-Level Leader Action Plan for Transitioning to Value

Use this action plan as you engage in the [**Mid-Level Leaders and the Transition to Value Video Series**](https://www.ruralcenter.org/tasc/mid-level-leaders-and-the-transition-to-value-video-series) to keep you on track with the recommended activities within the [**Discussion Questions and Activities for MLL**](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf) document.

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| **Module 1** | | | | |
| **Actions for MLL to take** | **Timeline** | **Others Involved** | **Resources Needed** | **Measure of Success** |
| Complete the pre-Training Evaluation on page 8 of [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). | Before you begin Module 1 | N/A | 10 minutes of your time | Improved survey results after completion of series |
| Discussion with CEO about your  hospital’s approach to population health – use questions in [Discussion guide](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf) | After Module 1 | CEO | 30 minutes of MLL and CEO time | Better understanding and improved communication |
| Reflect and answer the discussion questions within the [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). |  |  |  |  |
| Schedule meetings with your senior leader to go through the [Discussion Guide for Senior Leaders and MLLs](https://www.ruralcenter.org/sites/default/files/Senior%20Leader%20Discussion%20Guide_0.pdf). |  |  |  |  |
| Watch the [Rural Hospital Care Coordination and Population Health Management Summit Video](https://www.youtube.com/watch?v=fOQ3rtSHaNw) |  |  |  |  |
| Watch the [Cleveland Clinic Population Health Video](https://youtu.be/q78zpwSx2y0) |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
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| **Module 2** | | | | |
| **Actions for MLL to take** | **Timeline** | **Others Involved** | **Resources Needed** | **Measure of Success** |
| Reflect and answer the discussion questions within the [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). | After Module 2 | Optional: Convene a group of other MLLs in your org | Time and document to record answers | Increased understanding |
| Schedule meetings with your senior leader to go through the [Discussion Guide for Senior Leaders and MLLs](https://www.ruralcenter.org/sites/default/files/Senior%20Leader%20Discussion%20Guide_0.pdf). |  |  |  |  |
| Complete a “[change map](https://www.ruralcenter.org/sites/default/files/Module%202%20Systems%20Map%20example%20-%20include%20in%20Resource%20Guide.pdf)” |  |  |  |  |
| Have a conversation with your manager about your role and relationships you could develop to achieve strategic goals |  |  |  |  |
| Reach out to those responsible for care coordination initiatives to  learn more. |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
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| **Module 3** | | | | |
| **Actions for MLL to take** | **Timeline** | **Others Involved** | **Resources Needed** | **Measure of Success** |
| Reflect and answer the discussion questions within the [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). | After Module 3 | Optional: Convene a group of other MLLs in your org | Time and document to record answers | Increased understanding |
| Walk through the [3Cs Trust Self-Assessment](https://ruralcenter.sharepoint.com/tasc/Shared%20Documents/Leadership%20Development/Mid-Level%20Leader%20Education/Handouts/Discussion%20and%20Activities.docx). |  |  |  |  |
| Practice your active listening skills during a conversation with a colleague and reflect. |  |  |  |  |
| Lead a collaborative decision-making process following the tips outlined in this module. |  |  |  |  |
| Talk to and learn from another leader who is adept at having difficult conversations |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
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| **Module 4** | | | | |
| **Actions for MLL to take** | **Timeline** | **Others Involved** | **Resources Needed** | **Measure of Success** |
| Reflect and answer the discussion questions within the [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). | After Module 3 | Optional: Convene a group of other MLLs in your org | Time and document to record answers | Increased understanding |
| Talk to your direct supervisor about current or upcoming change initiatives. |  |  |  |  |
| Use the [Planning and Reflection Worksheet](http://www.ruralcenter.org/sites/default/files/Planning%20%26%20Reflection%20Worksheet-TPC.docx) to develop strategies for addressing concerns. |  |  |  |  |
| Listen to [Managing from the Middle: Leading Through Change](https://www.ruralcenter.org/resource-library/managing-from-the-middle-leading-through-change). |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
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| **Module 5** | | | | |
| **Actions for MLL to take** | **Timeline** | **Others Involved** | **Resources Needed** | **Measure of Success** |
| Reflect and answer the discussion questions within the [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). | After Module 3 | Optional: Convene a group of other MLLs in your org | Time and document to record answers | Increased understanding |
| Talk to your CFO or Controller to learn more about finance-related strengths and vulnerabilities. |  |  |  |  |
| Watch the 5-part [Value-Based Care webinar series](https://www.ruralcenter.org/resource-library/2021-value-based-care-vbc-webinar-series). |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |

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| **Module 6** | | | | |
| **Actions for MLL to take** | **Timeline** | **Others Involved** | **Resources Needed** | **Measure of Success** |
| Reflect and answer the discussion questions within the [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). | After Module 3 | Optional: Convene a group of other MLLs in your org | Time and document to record answers | Increased understanding |
| Watch [Confessions of a Recovering Micromanager](https://www.ted.com/talks/chieh_huang_confessions_of_a_recovering_micromanager#t-665749) |  |  |  |  |
| Identify potential tasks and projects that could be delegated to others. |  |  |  |  |
| Use the [GROW Coaching Questions](https://www.ruralcenter.org/sites/default/files/GROW%20Coaching%20Questions.pdf) handout to have coaching conversation. |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| Complete the post-Training Evaluation on page 8 of [Discussion Questions and Activities for MLL](https://www.ruralcenter.org/sites/default/files/Discussion%20Questions%20and%20Activities.pdf). |  |  |  |  |
| [Share your feedback](https://ruralcenter.research.net/r/CPJ6HF9) on the series! |  |  |  |  |

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