****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 yourhospital’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* |  |  |  |  |
| *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 tolearn more. |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *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* |  |  |  |  |
| *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* |  |  |  |  |
| *Other Activities TBD* |  |  |  |  |
| *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! |  |  |  |  |

*This project is/was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number UB1RH24206, Information Services to Rural Hospital Flexibility Program Grantees, $1,009,121 (0% financed with nongovernmental sources). This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.*