

New Leader Pathway: What You Need to Know



An overview of an exciting new program launching in 2025.

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What is the New Leader Pathway?

A self-paced leadership development program on Learning Hub that combines resource-sharing and skill development to equip new leaders with relevant tools, tips, expectations, and more to be the most effective early on in their role. The *New Leader Pathway* covers all things a new UW Medicine leader must know, do, attend, plan for, and who to go to for what.

Why is the New Leader Pathway so important?

- It helps to ensure smooth onboarding
- It helps improve retention
- It invests in our new leaders on day one
- This content saves everyone LOTS of time!

Project Timeline and Pilot Success

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Comprehensive
needs
assessment



Program
development



Prototype build
and pilot success
for 36 new
leaders at HMC*



Data collection
Adjust for system-
wide launch

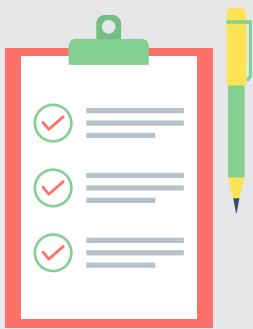


Q1 2025
system-wide
launch

*Two key metrics from the Harborview pilot:

- 98% of participants found the curricula to be “useful / relevant” or “very useful / very relevant” to their role as leaders.
- 91% of participants said they’d “recommend” or “highly recommend” that other new (and seasoned) leaders take this.

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Here are the topics covered:

- UW Medicine Organizational Priorities
- Leader Expectations & Competencies
- Equity, Diversity, and Inclusion (EDI)
- Key HR Contacts
- Workday, Kronos, and Payroll
- Leader Presence
- One-on-ones and Rounding
- Setting Team Goals & Priorities
- Running Meetings

- Coaching
- Professional Development Options
- Performance Evaluations
- Annual Workforce Survey
- Corrective Action
- Resolving Conflict
- Hiring & Onboarding
- Mentoring & Developing
- Peer to Supervisor
- Compensation
- Complaint Resolution

Who will it be assigned to?

All new UW Medicine professional staff who have at least 1 direct report in Workday (whether the leader was hired externally or promoted from within) will be assigned it in Learning Hub.

When is it due?

3 months from assignment date.

How long does it take to complete?

1 hour per week.

How will it be assigned?

New leaders and their manager will both receive an email from system@sumtotalsystems.com that contains their due date, tips to get the most out of this program, and more.

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Thanks for supporting our new leaders!

- Feel free to share this infographic with anyone who may be interested!
- Email odtreg@uw.edu if you have questions.