

New Leader Pathway: What You Need to Know



An overview of an exciting new program launching in 2025.

01



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

02



Comprehensive
needs
assessment



Program
development



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



Data collection
Adjust for system-
wide launch

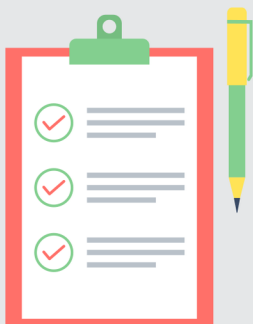


Q1 2025
system-wide
launch

*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.

03



Here are the topics covered:

- Welcome to UW Medicine!
- Organizational Priorities
- Expectations & Competencies
- EDI at UW Medicine
- Key HR Contacts
- Workday
- UKG-Pro & Payroll
- Budgeting & Fiscal Cycles
- Unions and Labor Relations
- The Leader's Presence
- 1-on-1's & Rounding
- Leadership Styles & Strengths
- Team Goals & Priorities

- Effective Meetings
- Coaching
- Giving & Receiving Feedback
- Professional Development

- Annual Workforce Survey
- Corrective Action
- Hire & Onboard
- Mentor, Develop, & Retain
- Performance Evaluations
- Time Management
- Project Management
- Change Leadership
- Delegation
- Leaves and Accommodations
- Compensation
- Resolving Complaints
- Peer to Supervisor
- Leader and Employee Well-being

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.

04



05



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.