

Course Catalog

Q3, 2026



Scan the QR code or enter the link
below for more information:

covenanthealth.com/lld



Q3, 2026

Course Catalog

New Leader Development

Our New Leader Development program is a required group of courses that teaches skills needed to become an effective and well-rounded leader and provides a toolbox of essential resources. Great leaders motivate, inspire and help develop those who report to them, while also making sure that the goals of the team align with the larger goals of the organization. Whether you have recently been promoted, or have been newly hired into a leadership position, you will be asked to participate in this program. We're here to support you!

New Leaders, please register for the below classes in CovLearn at your earliest convenience by searching for the titles of each listing.

The program includes the following classes:

- New Leader Development Day 1
- Behavioral Interviewing
- iCims Introduction
- Crucial Conversations
- Employment Law
- Finance for New Leaders
- New Leader Compensation Training
- Performance Management
- Understanding Your PDP Results



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Q3, 2026

Course Catalog



ADA/ADAAA Training for Leaders

This training program provides leaders with a deeper understanding of the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act (ADAAA), emphasizing the critical role leaders play in ensuring compliance and fostering an inclusive workplace environment. Participants will explore the legal framework of ADA/ADAAA, learn to identify reasonable accommodations, and understand the importance of proactive communication and support for employees with disabilities.

[REGISTER >](#)

July 24


2:00pm – 4:00pm



Microsoft Teams



Behavioral Interviewing

Behavioral interview techniques, how to conduct an interview, illegal interview questions and topics, how to set your candidate up for success, hiring manager expectations, brief overview of laws to remember during the recruitment and interview process.

[REGISTER >](#)

September 9


2:00pm – 4:00pm



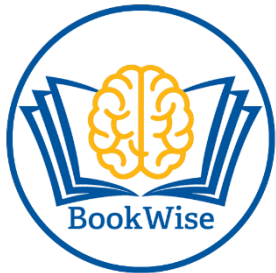
Microsoft Teams



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Course Catalog



BookWise

A collection of bestselling leadership books reformatted into device-friendly learning modules covering topics such as culture, creative thinking, perseverance, conflict, strategy, and more. Each module is 100% online.

Click any of the active buttons below to read the book description and enroll.

[Culture Code >](#)
[The Extended Mind >](#)
[When >](#)
[How to Change >](#)
[Loonshots >](#)
[Plays Well >](#)
[You're not Listening >](#)
[Farsighted >](#)


Anytime



eLearning



CovLearn Admin Training

Navigating CovLearn as an administrator can be overwhelming. This class will equip new administrators with the knowledge and skills to complete specific tasks within CovLearn with accuracy and success. Some of these specific tasks include assigning classes, running reports, managing students, and creating assignments.

Pre-Requisite: You must be a current CovLearn administrator.

[REGISTER >](#)


August 6



8:00am – 12:00pm



LLD – Gates
Classroom



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Course Catalog



CovLearn Show and Tell

CovLearn Show and Tell is setup in an office hour format where one main CovLearn administrator skill or resource is introduced, and Question and Answer time will follow. This session is designed to reinforce tools CovLearn administrators can use while navigating the admin side and present new features to help everyone work smarter and not harder. All new and seasoned CovLearn administrators are welcome to join.

Pre-Requisite: You must be a current CovLearn administrator.

[REGISTER >](#)

September 23


9:00am – 9:45am



Microsoft Teams



Crucial Conversations (2-Day Course)

This 2-day course teaches skills for creating alignment and agreement by fostering open dialogue around high-stakes, emotional, or risky topics – at all levels of the organization. This is a class that will benefit all your relationships – even outside the workplace.

Select each day to register!

[DAY - 1 >](#)
[DAY - 2 >](#)

Day-1
8/6, 9/30

Day-2
8/13, 10/7


8:30am – 3:30pm


 Building C
Town Hall


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Course Catalog



Emotional Intelligence

Emotional Intelligence is the #1 predictor of success, both personally and professionally. We'll look at 4 skills, and 15 components of EI. Examine past behaviors, assess current situations, and discuss how to strengthen EI.

Instructor: Kelly Floyd (kfloyd@covhlth.com)

REGISTER >



8/26, 12/2



8:30am-4:30pm



Building C - Town Hall



Employment Law

Review various non-discriminatory laws & regulations, gain basic knowledge in order to avoid possible areas of concern, learn about the manager's role in investigations & documentation.

REGISTER >



July 8



12:30pm – 4:00pm



Microsoft Teams



Finance for New Leaders

The course will discuss financial items related to new leaders such as reimbursement to hospitals with a primary focus on Medicare reimbursement.

REGISTER >



November 19

Building C – Town Hall



December 10

Microsoft Teams



1:00pm – 4:00pm



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Course Catalog



Fundamentals of Productivity Management

In this course, healthcare leaders will gain the skills and knowledge necessary to effectively manage productivity and labor expenses using Strata's productivity data. You'll learn how to: Analyze and interpret productivity data to make informed decisions. Implement strategies to optimize labor utilization and control costs. Develop action plans to address productivity challenges. Utilize Strata's tools and features to enhance operational efficiency.

REGISTER >



**7/21, 8/25, 9/23,
10/27, 11/24, 12/15**



2:00pm – 4:00pm



Microsoft Teams



iCIMS Hiring Manager Training

During this class, you will learn best practices for interviewing candidates including learning how to formulate behavioral questions for common jobs in your areas and practicing interview skills. Leaders will also learn what their responsibility is in Covenant Health's applicant tracking system, iCIMS, and tips for navigating the system.

REGISTER >



7/9

LLD - Aristotle Classroom



10/22

LLD - Thomas Classroom



2:00pm – 4:00pm



New Leader Compensation Training

During this course you will learn about compensation items such as Covenant Health's compensation philosophy, how to make recruitment offers, information on merit process, and how to evaluate internal equity. Please note the title of this class has changed from "Compensation Introduction."

REGISTER >



September 10

Building C - Town Hall



December 10

LLD - Aristotle Classroom



9:00am – 12:00pm



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Course Catalog



New Leader Development Day 1

If you, or a team member are in a new team/shift lead, supervisor, manager, director, or VP role, please make plans to attend one of the following dates this year by searching for "New Leader" in CovLearn.

REGISTER >



9/3, 11/11



8:30am – 4:30pm



Building C
Town Hall



PDP Team Session

Take your PDP to the next level from self-awareness/management to social awareness/management. By including all your team members, you'll learn more about one another's strengths, stressors, back-up styles, and most importantly how to best communicate with one another.

CONTACT US >



TBD



8:00am – 4:00pm



TBD



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Performance Management

This Performance Management course covers Covenant Health's corrective action process, performance evaluation process, keys to documentation, and other HR policies related to managing employee's performance effectively.

[REGISTER >](#)

August 26


1:00pm – 4:00pm



Microsoft Teams



Professionalism in the Workplace

This course highlights how Covenant's Standards and Behaviors can be applied to our unique roles and responsibilities on a daily basis. Topics covered include mutual respect, effective communication, managing conflict, email etiquette, successful meetings, personal brand, and customer service.

[REGISTER >](#)

August 18


9:00am – 12:00pm


 LLD – Thomas
Classroom


SupportLinc Webinar

Conflict Resolution

Conflict is an unavoidable part of life, both at home and at work. Knowing how to resolve conflict - and, in many cases, reap the benefits that conflict can prove - is a valuable skill. Attendees in this presentation will learn how to iron out differences before they escalate. They will explore the dynamics of conflict, develop awareness of their role in conflict situations, and acquire tips for when individuals are emotionally or behaviorally difficult..

[REGISTER >](#)

July 8


9:00am – 10:00am



Microsoft Teams



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SupportLinc Webinar

Generations in the Workplace

From jokes to communication to relationship dynamics, the impact of generational differences is present every day in the workplace. This SupportLinc webinar addresses the concept of "generation" as well as how to benefit from generational influences and perspectives. Attendees will receive tools and insights to maximize and work toward supporting more productive workplace dynamics.

[REGISTER >](#)**August 5**

9:00am – 10:00am



Microsoft Teams



SupportLinc Webinar

Understanding Anxiety

Anxiety is more than feeling stressed and, if not managed, can create significant difficulty navigating life on a day-to-day basis.

[REGISTER >](#)**September 9**

9:00am – 10:00am



Microsoft Teams



SupportLinc Webinar

Creative Problem Solving

Every problem has a solution. In this presentation, we will tap into existing resources and ways to use them effectively and creatively, both in the workplace and at home.

[REGISTER >](#)**October 7**

9:00am – 10:00am



Microsoft Teams



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Understanding Your PDP Results

Professional DynaMetric Program (PDP) is a behavioral assessment that measures the dynamics of an individual by focusing on four cornerstones of behavior. Ultimately these behavioral styles culminate to form our personality. The assessment identifies motivators and shows how environmental factors affect stress, energy and satisfaction levels. An emphasis is placed on how you accomplish tasks, communicate, your leadership style, motivators, de-motivators, mental energy level, and behavioral satisfaction.

[REGISTER >](#)


7/15, 9/3



9:00am – 12:00pm



Microsoft Teams



360° Feedback

Leaders that request to participate in the program will be evaluated through a multi-rater feedback process. This process provides leaders, peers, internal customers, and direct reports the opportunity to give input about a leader's performance.

[CONTACT US >](#)


TBD



8:00am – 4:00pm



TBD



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