

Group Coaching Case Study

SignatuRehab Emerging Leader Development

SignatuRehab began grooming their next-generation Rehab Service Managers in 2019. In 2021, the VP of HR, Erin Scroggins, started working with Tresane to provide the leadership development portion of the Rehab Service Manager in Training program.

We decided to outsource leadership development for two reasons: we recognize the value of external review and the importance of resource management.

Many of our leadership team members have personally experienced the value of leadership coaching. It was so impactful in their personal and professional lives that we wanted to provide that experience for new leaders.

Like many in healthcare, we are asked to use our available resources wisely. While our team focused on being a business partner to the operations, we knew we could gain efficiency by partnering with outside experts on this focused goal.

In 2022, our second year, we couldn't be more impressed.

The four-month program began with each participant spending time with the coach; then, they started every other week group coaching calls. The program coincided with participants assuming Rehab Service Manager duties. Over the four months, leaders learned to overcome the usual apprehension of taking on new roles and responsibilities and, most importantly, became comfortable defining their leadership style.

At the end of the program, each participant confidently demonstrated their new leadership “elevator speech,” allowing them to articulate why they should be responsible for the department and why anyone would want to work with or for them.

We are looking forward to continuing the partnership in 2023. – Erin Scroggins, VP of HR

Contact us to learn how Tresane can effectively support your emerging leaders.

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