**Course Overview**
# TCH Learning Academy (Leader) Targeted Selection Refresher
Estimated Course Length: 280 minutes

## Course Learning Activities

TCH Learning Academy (Leader) Targeted Selection Refresher*

Pre-Work: "What Makes 'A Great Fit' for Texas Children's"*

Pre-Work: Legal Considerations*

Pre-Work: TCH DDI Targeted Selection Simulation - please run in Google Chrome*

## Legend:

Online

Test

Classroom

Course Attachment

## Description
Targeted Selection Refresher The Targeted Selection Refresher is a workshop designed for those whom have previously completed the full day Targeted Selection training. This workshop will review the critical components of Targeted Selection, as well as the importance of evaluating the data you collect during the interview.

## Learning Objectives
**All activities must be finished to receive a "Completion" status for this course.**

**During the workshop you will:**

- Learn how to leverage the Targeted Selection system to make informed hiring decisions
- Learn how to design a streamlined interview process
- Gain tips to use before, during and after the interview
- Learn how to organize the data you collect, weigh it, rate it and evaluate the candidate
- Learn the steps to integrate the data with others who interviewed the candidate

**Course Overview**

# TCH Learning Academy (Leader) Performance Continuum Course 2: Pre-work

Estimated Course Length: 52 minutes

## Course Learning Activities

📖 Pre-work: Name and Description of the seven mini courses ✱

🖳 Pre-work: Building Relationships ✱

🖳 Pre-work: Handling Emotion and Upset ✱

🖳 Pre-work: Unleashing Employee Initiative ✱

🖳 Pre-work: Authenticity and Transparency ✱

🖳 Pre-work: Sparking Accountability and Action ✱

🖳 Pre-work: Give Positive Feedback ✱

🖳 Pre-work: Giving Feedback for Improvement: ✱

## Legend:

🖳 Online

📖 Course Attachment

## Description

One of the most important drivers of team member performance is effective ongoing conversations. Whether leaders are guiding people toward success in new or challenging situations or helping people improve or enhance their work performance, their ability to coach and provide feedback makes the difference between mediocrity and high performance.
This course helps leaders have more effective and efficient interactions with their team members about their performance.

## Learning Objectives

As a result of this course, you will be better equipped to:
- Leverage processes and tools across the entire performance management continuum.
- Encourage people to take ownership of, and be accountable for, their work performance.
- Deliver feedback in a way that gets results.
- Manage work performance issues in a fair, consistent manner.
- Conduct effective ongoing performance management conversations.
- Coach your employees to perform at their highest level.

**Course Overview**
# TCH Learning Academy (Leader) Performance Continuum Course 1: Classroom activity
Estimated Course Length: 540 minutes

## Course Learning Activities

TCH Learning Academy (Leader) Performance Continuum Class*

**Legend:**

Classroom

## Description
One of the most important drivers of team member performance is effective ongoing conversations. Whether leaders are guiding people toward succ
enhance their work performance, their ability to coach and provide feedback makes the difference between mediocrity and high performance. This c
their team members about their performance.

## Learning Objectives
As a result of this course, you will be better equipped to:
- Leverage processes and tools across the entire performance management continuum.
- Encourage people to take ownership of, and be accountable for, their work performance.
- Deliver feedback in a way that gets results.
- Manage work performance issues in a fair, consistent manner.
- Conduct effective ongoing performance management conversations.
- Coach your employees to perform at their highest level.

## Course Continuing Education Credit

Credits are based on State and License Discipline information. Please read through all credit information before
clicking the Enroll In This Course button.
Not for Credit

Course Overview
# TCH Learning Academy (Leader) Performance Continuum Course 3: Post-work

## Course Learning Activities

📖 Descriptions for Simulations and Job Aids✻

🖥 Interaction Skill Simulation✻

🖥 Feedback Skills Simulation✻

📖 Job Aid - Effective Feedback Is.....✻

📖 Job Aid – Key Principles Applied to Feedback✻

📖 Coaching Self-Assessment✻

## Legend:

🖥 Online

📖 Course Attachment

## Description

One of the most important drivers of team member performance is effective ongoing conversations. Whether leaders are guiding people toward succ( enhance their work performance, their ability to coach and provide feedback makes the difference between mediocrity and high performance. This c their team members about their performance.

## Learning Objectives

As a result of this course, you will be better equipped to:
- Leverage processes and tools across the entire performance management continuum.
- Encourage people to take ownership of, and be accountable for, their work performance.
- Deliver feedback in a way that gets results.
- Manage work performance issues in a fair, consistent manner.
- Conduct effective ongoing performance management conversations.
- Coach your employees to perform at their highest level.

# Student and Group Transcript Report

REPORT GENERATED:  Jun 28, 2017, 1:45 pm ET

**HealthStream**

Texas Childrens Hospital

## White, Ketrese M

**Transcript Range:** Jan 1, 2016 through Dec 31, 2016

**Report Generated:** Jun 28, 2017, 1:45 pm ET

## COMPLETIONS

Total Completions: 10 | Estimated Time: 24:42

| NAME | ESTIMATED TIME* | COMPLETION DATE |
|------|-----------------|-----------------|
| TCH Nursing HealthStream My Profile and MOLI Self-Service | 0:00 | 10/07/2016 |
| TCH 2016 Annual Required Training | 0:40 | 09/26/2016 |
| TCH Error Prevention Training Classroom - invitation only | 3:00 | 09/02/2016 |
| TCH Error Prevention Training Classroom - invitation only | 3:00 | 08/31/2016 |
| TCH Learning Academy (Leader) Performance Continuum Course Curriculum | 0:00 | 05/09/2016 |
| TCH Learning Academy (Leader) Performance Continuum Course 3: Post-work | 0:00 | 05/09/2016 |
| TCH HR Positive Employee Relations (PER) Essentials | 3:30 | 04/27/2016 |
| TCH Learning Academy (Leader) Performance Continuum Course 1: Classroom activity | 9:00 | 03/28/2016 |
| TCH Learning Academy (Leader) Performance Continuum Course 2: Pre-work | 0:52 | 03/27/2016 |
| TCH Learning Academy (Leader) Targeted Selection Refresher | 4:40 | 03/08/2016 |

*Estimated Times are stated in hours:minutes format.

LEGEND   📖 = Course   📚 = Curriculum