



COSMO Advantage Healthcare Partnerships

**One Common Language.
One Aligned Leadership Operating System.
Greater Organizational Efficiency. Stronger Relationships & Retention.**

COSMO Advantage provides leadership and team development for every level of a healthcare organization, along with Enterprise Licensing Partnerships for those seeking to establish a common language and leadership operating system.

Engagement to develop your people and organization may begin with a targeted training initiative—or through a full licensing partnership to implement COSMO across every department and level.

Leadership & Professional Development Options

Program	Suggested Audience
1:1 Executive & Leadership Coaching Retainers & Strengths Development	Executives, Senior Leaders, Directors, High-Potential Leaders
COSMO Leadership Advanced Certification 15 Sessions To Achieve Mastery Two Courses 1. <i>Leading & Coaching with the COSMO Advantage:</i> 9 sessions 2. <i>Expanding Your COSMO Advantage:</i> 6 sessions	C-Suite, Directors, Senior Leaders, Upper-Level Managers, Doctors, Mid-Level Manager & Supervisors
COSMO Leadership Foundations Program 5 Sessions	Front-Line Leaders & Managers, ED Personnel, All Nurses
COSMO Accelerator Workshop 7 Hours Two 3.5-Hour Sessions	Leaders & Teams
½-Day Quarterly COSMO Development Workshops 3-4 Hours Each 2-8 Sessions	Leadership Teams, Departments, & Cross-Functional Teams
Organization-Wide Employee Onboarding Videos Enterprise Licensing Partnership Only	All Employees introduced to COSMO concepts day 1 to share culture & support efficient onboarding communication

We can also work with partners to develop a program that fits their specific needs.

COSMO provides one common language & thinking system
that strengthens communication, decision-making & efficiency at every level of your
organization. It layers on top as a meta-framework, making the other
frameworks & systems your teams already use stronger.

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How COSMO Addresses Healthcare Leadership Challenges

Challenges & Concerns	COSMO Solution	Leadership & Team Changes	Organizational Outcomes
High turnover	Leadership & Team Development, 1:1 Coaching, & Enterprise Licensing	Leaders & employees communicate clearly, build trust, & create accountability	Increased retention, employee engagement, & efficiency
Patient satisfaction	Common leadership language, relational skills, & ownership culture	Better teamwork, stronger collaboration, & fewer communication breakdowns	Improved patient experience & higher HCAHPS scores
Operational inefficiency	Shared leadership operating system, structured problem solving & change-management framework	Faster decisions, clearer priorities, reduced duplication, & more consistent execution	Greater efficiency, improved operational performance, & cost savings
Clinicians promoted into leadership without adequate training	Leadership pipeline development & ongoing coaching	Managers develop the skills & confidence to lead people, not just perform clinical work	Stronger frontline leaders, deeper leadership pipeline, increased retention
Departmental silos	Organization-wide common language, from the front desk to the boardroom	Greater cross-functional collaboration, understanding, & alignment	Better efficiency, work culture & communication, & coordination across teams & departments
Burnout & disengagement	Self-awareness, strengths-based leadership, resilience, & healthy leadership practices	More supportive leaders, healthier team dynamics, & proactive conversations	Increased retention, reduced burnout, lower absenteeism, & improved employee well-being