

# 2025 THA Leadership Fellows Capstone

The THA Leadership Fellows capstone project allows participants to apply principles and competencies of the Leadership Fellows program to current real-world industry issues, challenges or opportunities. THA Fellows' Capstone project works to enhance:

- Collaboration and relationship building;
- Critical thinking and thought leadership;
- Serving as a change agent in your organization;
- Strategizing for internal and external engagement;
- Providing and receiving constructive feedback from colleagues;
- Public speaking;
- Analysis of gaps or opportunities for continual organizational improvement; and
- The ability to synthesize complex information into simple and clear ideas.

## Project Overview

The capstone project aims to reinforce the mission and purpose of the Fellows program: **to create change agents who drive improvement and innovation and have the confidence to be advocates on behalf of their hospital, community and the health care industry.** Each member of the THA Leadership Fellows class will be required to identify an area of focused study, based on topics provided by THA, which addresses an issue, challenge or opportunity within the health care industry. Each Fellow will be placed within a workgroup based on similar interests.

One key outcome of the capstone project is to enhance one's ability to synthesize complex health care issues into easily understandable information for stakeholders and to develop the practice of advocating for specific policy issues.

The Fellows Capstone should:

- Address a topic from the policy list provided by THA.
- Identify gaps in current policies and initiatives and provide recommendations and actions to close gaps.
- Incorporate in the project principles and strategies discussed in the Fellows program.
- Provide data (quantitative or qualitative) to reinforce the need to address the issue/opportunity.
- Identify and address gaps in key areas of engagement and advocacy among local or state government or other leadership organizations in the community.
- Provide solutions in the form of actionable steps to address or improve the specified topic/issue.

**This year, THA will divide the 2025 cohort into five groups to work on one of the topic areas listed below.**

## Topics

Capstone projects should address a topic within one of the THA 2025 Policy Priorities listed below (see policy priorities white paper for further information on each topic):

- Financial Stability
- Workforce
- Health Care Access and Coverage
- Behavioral Health Access
- Public Health and Equity

Throughout the THA Leadership Fellows Program participants will have the opportunity to consult with THA's advocacy, data and strategic communications staff as well as have access to THA papers and other resources as available.

### **Deliverables**

The culmination of the capstone project will result in three deliverables due throughout the programs time frame:

- Testimony – Each program participant will participate in a mock legislative testimony, presenting a key component of their capstone subject.
- Executive Summary – Each group will provide an executive summary inclusive of resources on their specified topic.
- Presentation – Each group will be responsible for creating a final capstone presentation on their subject. Two presentations will be selected to present a breakout session at the THA 2025 Annual Conference.

Additional details on these items are provided on the Timeline and Deliverables document.

### **Capstone Questions?**

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