

## Coro Pittsburgh Inspiring and Advancing Leaders

Of all the qualities and skills desired by employers, leadership ranks among the top. Unfortunately, leadership is rather nebulous; it's a bit like love - you know it when you see it, and when there is a lack of it, its absence is felt most deeply. In a recent Washington Post column addressing the debate on the state of health care and the epidemic of obesity in the United States, guest commentator, Joe Moore, CEO of International Health, Racquet & Sportsclub Association appealed for the need of leadership, stating:

Leaders must emerge from all industries, sectors, and corners of the country, while existing leaders must make the health of their followers, employees and students a priority. And while it's important that political leaders create supportive public policies and legislation to make exercise and healthy living affordable for all Americans, including economic incentives like appropriate tax incentives, it's equally important that everyday leaders figure out ways to affect healthier schools, workplaces, and local communities.

While the need for leadership is established, the larger issue is: From where does leadership come? For 10 years, Coro Pittsburgh has been addressing the dearth of leadership and inspiring and advancing leaders to make a difference in every segment of society including health care.

Coro, a nonprofit, nonpartisan organization, whose mission is to advance ethical and effective leaders who share a commitment to civic engagement, is celebrating its 10th anniversary. Through its numerous programs, Coro has been building a leadership pipeline for Pittsburgh's business, health care, nonprofit and government sectors.

"The goal of Coro is to better prepare our region by providing well-trained leaders from our area to stay in our area," said Sala Udin, president and CEO of Coro Center for Civic Leadership. Udin, former City of Pittsburgh councilman and noted civic leader, has been at the helm of Coro since May of 2006 and says that most employers are frustrated that college graduates are not ready to lead. "Coro fills that gap by providing talent

that is ready to lead in any sector. They are ready to grab a task and get it done," Udin said.

Coro provides an experiential approach to leadership development through its numerous programs. Coro equips leaders with the tools they need to transform the world. The Fellows Program in Public Affairs enables fellows to complete consulting work in government, health care, nonprofit and business organizations. The Regional Internship Center of southwestern PA brokers connections between internship seekers and employers throughout the region.

Public Allies, an AmeriCorps Program, partners with Coro to identify talented young adults from diverse backgrounds and prepare them for careers working for community and social change. Leaders in Learning participants learn about the Pittsburgh Public School system, create an educational team project, and network with and interview local leaders. Women in Leadership participants work with a personal coach to create a Personal Strategic Plan, create a group project, network with and interview local leaders. The Running for Public Office program strengthens participation in public elections.

Coro Pittsburgh also has an Alumni Council for those who wish to stay involved with Coro after their programs are completed. Alumni are responsible for continuing communication with current program participants, maintaining data and networking with businesses and professionals just to name a few.

"With our magnificent talent pool from Pitt, Duquesne, CMU and the other colleges and universities in the area we shouldn't have to rely as much on bringing in talent from other countries to fill these positions," Udin said. To rectify this situation, Coro recruits from local colleges and universities, and students are shown how to gain a competitive edge through leadership development.

On November 7th, Coro will celebrate its 10th Anniversary.

For more information about Coro, visit the website at [www.pittsburgh.coro.org](http://www.pittsburgh.coro.org).

## Consortium Ethics Program: Educating Leaders in Health Care



Jeanne Graff



Maryanne Fello



Dr. David Orenstein

Health care ethics is typically regarded as a body of literature consisting of principles, cases, policies and legal precedents. While this information is used by clinicians to identify and resolve specific patient care issues, it can also serve to educate health care professionals to take on leadership and management positions within their institutions. The Consortium Ethics Program (CEP) at the University of Pittsburgh has provided a continuum of education for front-line health care professionals since 1990.

Over 400 nurses, social workers, physicians and others have been trained in language and methods of health care ethics and many have continued in the program for over six years. At our 20-year mark, we interviewed a few of our long-term members—a social worker, nurse and a physician regarding their long-term participation with the CEP and inquired how the program influenced their professional lives.

Libby Moore, LSW, DHCE, served as a social worker for Sewickley Valley Hospital's Critical Care Unit when selected by administration to serve as a CEP representative in 1990 and when her hospital became part of the Heritage Valley Health System in 1996, Libby's knowledge of health care ethics earned her the position of ethics resource person for the system. In 2003, she left the CEP to pursue a Doctorate of Health Care Ethics at Duquesne University and is now the advanced illness coordinator for the System. She facilitates end-of-life care, provides education and in-service on ethics and palliative care, and supports the ethics committees within the system's service area. "My involvement in the CEP influenced my decision to obtain a higher education degree," says Moore. "The CEP was very supportive in my endeavor, being a source of assistance and guidance."

Maryanne Fello, RN, BSN, MEd, had been a nurse for 20 years when she became a representative. She sparked an interest in ethics in 1972 when she was a "new" nurse on the neurology unit at Presbyterian University Hospital; the same year the Karen Ann Quinlin case occurred. Now the Director of Forbes Hospice and faculty for the CEP, Fello says the CEP education was the founda-

tion of her learning. "The Hospital and Hospice bring that learning to life in everyday clinical practice and I am able to offer the ethical principles by which many issues can be framed," says Fello. "Mediation skills learned within the CEP curriculum have also become vital to not just my clinical, but also to my management responsibilities."

Five years ago, David Orenstein, M.D., Director of the Antonio J. and Janet Palumbo Cystic Fibrosis Center at Children's Hospital of Pittsburgh of UPMC, was asked to re-start and chair the hospital's ethics committee. After accepting the opportunity, he enrolled in Pitt's Master's program in bioethics and enrolled his institution in the CEP. "I decided I wanted to do it the right way," says Orenstein. "I wanted to feel that my efforts would have credibility, both to myself and to any outside observers who might wonder what qualified me to take on this role." Last year, Orenstein was faced with starting a new in-house consultation service at the hospital and turned to the CEP for education and guidance. "With its long record of ethics education and its stellar cast of ethics experts, including some of the most well-known nationally in the field of what it takes to be an ethics consultant, the CEP was the obvious place to turn," says Orenstein.

These scenarios provide some insight into how the CEP model recognizes that ethics education is a combination of classroom instruction and applied learning in the clinical setting. Teaching in this way can contribute to training frontline caregivers to become leaders and role-models within their own institutions and local community. "With the knowledge gained from CEP classes and then applying that knowledge to real life 'practice,' I believe that I not only became a better ethics consultant but also a better leader in general," says 20-year veteran representative Jeanne Graff, RN, MSN, MBA, Vice President of Patient Services at ACMH Hospital. "I definitely learned skills that I continue to use every single day in many situations at work and in every day life."

More information about the CEP can be found at [www.pitt.edu/~cep](http://www.pitt.edu/~cep) or by calling (412) 647-5834.

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