

## Y-Lead FAQ

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### Q1 How will I benefit from Y-Lead?

**A1:** By joining Y-Lead, you'll have the opportunity to take on high-impact initiatives and projects, make your mark within KFSH&RC, and connect with peers and leaders across the organization. It's a unique chance to strengthen your leadership skills while contributing to meaningful work that makes a difference.

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### Q2: Will I receive training, certificates, or mentorship?

**A2:** While the program emphasizes personal and professional growth, it does offer a certificate — though not as part of a formal training program, it will be a membership-type certification after successful completion of the 12-month-program. You'll gain invaluable experience and exposure through hands-on projects and leadership interactions, which can significantly contribute to your development.

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### Q3: Will this help with my annual review or promotion?

**A3:** Y-Lead is all about helping you grow your skills and leadership potential. While it won't directly affect your annual review or promotions, the experience and development you gain can set you up for future opportunities and help you stand out in your career.

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### Q4: How will my participation in Y-Lead be recognized within the organization?

**A4:** Your involvement in Y-Lead will be recognized through opportunities to present your work to senior leadership, contributing to visible transformation projects, and being part of a prestigious network of Y-Lead alumni who have made a lasting impact on the hospital.

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### Q5: How long is the Y-Lead program?

**A5:** Y-Lead is an 12-month program designed to provide participants with ample time to lead strategic initiatives, develop skills, and drive innovation across KFSH&RC. The extended duration allows for meaningful contributions and long-term impact.

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### Q6: How will my performance be evaluated?

**A6:** You will be accountable for creating a progress plan, providing regular updates, and presenting your end-of-term achievements to a panel of KFSH&RC executives. This ensures continuous improvement and tracks your contributions to the program. We aim to track your growth and ability to apply what you've learned throughout the program to ensure continuous improvement.

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### Q7: Will applicants be evaluated based on current performance or future potential?

**A7:** We evaluate both your current performance and leadership potential. Y-Lead seeks participants who have already demonstrated leadership qualities and the ability to contribute to innovation and transformation within the organization, helping you unlock your full potential.

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**Q8: What if I don't have prior leadership experience?**

**A8:** Y-Lead is designed to help you strengthen your leadership skills, so you don't need to have held formal leadership roles before. We are looking for people who have shown initiative, problem-solving, and collaboration in their work. The program is a great opportunity to grow these abilities further.

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**Q9: Is there a preparation phase to get ready for the program?**

**A9:** Yes, there will be an orientation phase at the start of the program to help you get acquainted with the structure, expectations, and goals of Y-Lead. This will set you up for success and ensure you're well-prepared for the journey ahead.

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**Q10: Will I receive support after the program ends?**

**A10:** While formal support after the program isn't guaranteed, completing Y-Lead makes you part of an alumni network that can provide ongoing insights, collaboration, and community. You'll remain connected with fellow Y-Leaders, which can be a valuable resource.

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**Q11: Can I leave the program at any time?**

**A11:** Y-Lead is a 12-month commitment, and full dedication is expected. Leaving early disrupts progress, and exceptions will only be considered in rare, unforeseen circumstances, evaluated by the program coordinators.

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**Q12: Will Y-Lead related work be part of my job duties?**

**A12:** Y-Lead is designed to be completed outside of your regular work duties. Participation in the program does not interfere with your day-to-day responsibilities, and you are expected to manage your time accordingly to ensure full commitment to both your current role and the program.

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**Q13: Can I suggest ideas or projects during the program?**

**A13:** Absolutely! Participants are encouraged to pitch and implement initiatives that align with KFSH&RC's strategic goals. This is your chance to showcase your creativity and drive meaningful change within KFSH&RC, making a real impact on the organization.

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**Q14: What happens if my job responsibilities change?**

**A14:** Since Y-Lead operates independently of your day-to-day job responsibilities, any changes in your role should not affect your participation in the program. We will ensure that you can continue without disruption.

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**Q15: What's expected of me after the program?**

**A15:** After completing Y-Lead, you'll become part of the Y-Lead Alumni network, offering opportunities

to mentor future participants and share your experiences. You will also have developed a rich foundation of leadership skills and experiences to support your future career growth.

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**Q16: Will the program's success be shared with the rest of the organization?**

**A16:** Yes, the achievements and milestones of Y-Lead will be celebrated, showcasing the contributions and successes of participants to inspire others.

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