Learning and Development

Growing Strength from STRENGTH

Aspiring Leaders’ Academy, Class of 2019
“North Country’s most valuable resource is our staff. Offering programs that help employees expand their skills, get a degree and form cross-departmental ties strengthens our organization. And makes North Country a great place to work!”

- Anne Newland, MD, MPH

North Country HealthCare is only as strong as the combined capability of the people who work and invest their time here. Talent development is one of our best investments into our company’s future and one of our most visible sustainability initiatives.

The Learning and Development team is driven to cultivate the potential of each individual, train them to work in and become part of effective teams, and ensure the ongoing vitality that is North Country HealthCare.

We assist the active, hands-on development of our people’s skills and professional strength. This strength is crucial to ensuring seamless transitions as healthcare and leadership changes occur.
MEET THE TEAM

Combined, the Learning and Development team has 53 years of health care experience. We take the collective power of that experience and strategize more effective and meaningful learning impact. We ourselves never stop learning!

From Left to Right: Sabrina Lakin, Provider E H R Trainer; Sylvia Ortiz, Patient Relations Representative E H R Trainer; Miki Gilmore, Clinical Trainer

We build organizational capacity through
Onboarding, Centricity, Clinical Training, Champion Development, Performance Evaluations
Quality Standards - Trained and Sustained
Supervisory Skills Development
Leadership Development
Career Development for Providers
Mental Health First Aid
Advanced Education Reimbursement
Online Training through HealthStream LMS
Custom-tailored Trainings and Retreats
Team Building and Group Dynamics Analysis through Predictive Index

Cathleen Garrison, MBA, SPHR, SHRM-SCP
Learning and Development Manager
North Country HealthCare’s mission is to provide affordable, accessible, quality primary care in an atmosphere of dignity and respect where the health and well-being of patients and community are promoted through direct services, education, outreach, and advocacy.