

Inaugural Meeting

Wednesday August 22, at noon

955 Main Street Rm 2213

AGENDA

1. Meeting opens at noon sharp (with movie)
2. Welcome and introductions
3. Motivation and Commitment
4. Consider **SCHEDULE**: meeting dates and time (ex: third Wednesday of every month, noon-to-1 PM)
5. Reflect on a desirable **Curriculum** (ex: panel discussions, webinars, leadership workshops, invited speakers, etc.). See draft.
6. Consider means to **COMMUNICATE** in between meetings or when we miss a meeting (ex: Email, newsletter, webpage)
7. Volunteer to help organize activities (to lead!)
8. Other topics from the floor
9. Meeting closes at 12:50 PM sharp 😊

Visit our page at <https://www.mysheleeds.com/>

- to sign up for News Letter
- comment on blogs
- send suggestions and feed back



CURRICULUM - draft

OBJECTIVE: To grow the pool of women faculty ready for leadership positions in academic medicine.

STRATEGY: meet monthly to discuss topics of interest and practice essential skills

TACTICS: invited speakers, literature-based discussions,

BASIC CONCEPTS

- Leadership definitions
- Leadership vs Management
- Lifelong learning; learning from mistakes

Preparation: BUILDING CHARACTER

- Authentic
 - Articulate Purpose and Mission
 - Clarify VALUES
 - Career Mapping
- Trustworthy
 - Confident: *she knows what she's doing*
 - Safe: *she's got my back*
 - Empathic: *she gets me*
- Compelling
 - Effective communication; Story telling
 - Articulate Vision
 - Inspiration, Persuasion, Motivation

Execution: DEVELOPING SKILLS

- Building Teams; Developing People
 - Recruiting, Onboarding, Effective feedback
 - Effective Negotiations
 - Mentoring, Training, Coaching
 - Accountability, Performance evaluations, Letters of recommendation
 - Conflict management and resolution
 - Departure, Termination, Separation, Graduation, etc.
- Tactics and Strategy
 - SWOT analyses
 - Developing financial acumen; understanding cash flow; budgets and
- Execution

Consequence: LASTING IMPACT

- Culture: *it's how we do things around here*

- Reputation: *what they say about you when you're not in the room*
- Legacy: *making a lasting difference*

Specific Challenges to Women

- Unconscious bias vs. overt discrimination
- Power differentials and Sexual harassment
- The impostor syndrome
- Leaky pipeline
- Salary gap

Specific Challenges in Academic Medicine

- Leading knowledge workers (*heading cats?*)
- Changing legislative environment; evolving funding models
- Diverse workforce: educators, clinicians, scientists, staff, administrators