



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