



WOMEN IN
MEDICINE®

LEADERSHIP ACCELERATOR 2022

ADVANCING WOMEN LEADERS IN MEDICINE

A well-known disparity in medicine is the paucity of women in high-level leadership positions. Despite the increase of women in medicine, there has not been a proportional increase in the representation in leadership roles. Especially mid-career, accomplished, passionate women are leaving medicine for a variety of reasons. One aspect lacking in the current pipeline of advancing women in medicine is an emphasis on defining the knowledge, skills, and abilities required to be a capable leader and providing skills and leadership training for those women who are early to mid-career. While the development of leaders is only one facet of a highly complex issue that requires multiple solutions, leadership development programs can be an effective way to fill the pipeline of leaders proactively, and a focus on early to mid-career physicians is essential to support and promote women in medicine and close the leadership gender gap.



COURSE DIRECTOR

Shikha Jain MD, FACP is an innovative thought leader in the healthcare leadership space and founder and chair of the Women in Medicine Summit. She is a board-certified hematology oncology physician, the Associate

Director of Communication Strategies and Digital Innovation at the University of Illinois Cancer Center, and COO of IMPACT. Dr. Jain's mentorship and sponsorship have resulted in the advancement of numerous young women and men in medicine across the country. Dr. Jain is a nationally renowned educator, leader, speaker, and trailblazer in healthcare, and was named one of Medscape's 25 Rising Stars in Medicine in 2020.



FACULTY LEAD

DJ Himstedt, PhD, MS, MBA has worked with leaders for 9 years to help determine the most effective ways to leverage their strengths and leadership potential to drive organizational results. In her current work she strives to help

physician leaders understand their impact and think differently about how to achieve the interpersonal and managerial results they desire. She has developed a high-potential leadership academy crossing the boundaries of administrative and physician leadership in academic medicine. She has also designed and lead coaching interventions for faculty in academic medical roles.

TOTAL CME FOR PARTICIPANTS: 27.25
PROGRAM COST: \$ 7,500

TARGET AUDIENCE

Women physicians 5-12 years post completion of training.

OVERALL PROGRAM OBJECTIVES

1. Identify how to leverage your own strategic self-awareness to improve results;
2. Formulate a focused and specific goal plan to enhance the use of current strengths and improve areas of opportunity;
3. Describe and apply key management disciplines to ensure clear expectations and communication.

GOAL OF THE PROGRAM

Accelerating the leadership skills of women in medicine, support their development of strategic self-awareness, and leverage the management literature to incorporate research into daily practice.

CREDIT DESIGNATION STATEMENT

The University of Illinois at Chicago designates this live activity for a maximum of 27.25 *AMA PRA Category 1 Credit(s)*™. Physicians should claim only credit commensurate with the extent of their participation in the activity.

**APPLICATIONS OPEN
SEPTEMBER 23, 2021!**

APPLICATIONS CLOSE FEBRUARY 11, 2022
ACCEPTED APPLICANTS FEBRUARY 18, 2022
**ACCEPTED APPLICANTS MUST
SUBMIT PAYMENT BY FEBRUARY 25, 2022**

<https://cvent.me/9Kre9A>



LEADERSHIP ACCELERATOR 2022

ADVANCING WOMEN LEADERS IN MEDICINE

MARCH 4, 2022

GROUP SESSION 1

PARTICIPANT HOURS: 3 | CME: 2.25

- Explain the goals of the WIMS Leaders Collective and their expected commitment and contribution.
- Differentiate between the key theories of leadership and how leadership relates to you.
- Describe your own leadership values supporting clinical practice and organizational growth.
- Identify the importance of feedback in honing leadership capability and the preparation required to receive feedback.

MARCH 4–APRIL 1, 2022

CAREER & LEADER STYLE INTERVIEWS

PARTICIPANT HOURS: 90 min. 1:1 interview
CME: 0

- HOGAN ONLINE ASSESSMENTS
 - 90 – 120 minutes self-directed, online.
 - Each participant completes prior to interview & April 1 session.
 - 30 minute Debrief of Hogan only prior April 1 session.
- CCL 360S OPEN
 - 30 min. self-directed, online.
 - Administration managed by Expert.

*Extra time for 360 completion:
March 28–April 3

APRIL 1, 2022

GROUP SESSION 2

PARTICIPANT HOURS: 3 | CME: 2.75

- Explain the Hogan personality model and its research background and its value to leaders of all levels.
- Interpret on how your Hogan Personality Assessment, leader values and feedback help to paint a picture of you as a leader and empower you to develop new skills.

APRIL 2–17, 2022

COMPLETION OF DATA ANALYSIS AND ASSESSMENT REPORTS

APRIL 18–MAY 27, 2022

INDIVIDUAL PARTICIPANT 360-FEEDBACK DEBRIEF SESSIONS

HOURS: 90 min per participant | CME: 1.5

- Identify personal leadership strengths and development areas.
- Integrate personality and 360-degree feedback to create a comprehensive picture of your leadership reputation.
- Realize what key areas will provide the most enhancement to your performance.

MAY 6, 2022

GROUP SESSION 3: STRATEGIC SELF-AWARENESS & DEVELOPMENT GOALS

PARTICIPANT HOURS: 3 | CME: 2.75

- Describe your strengths and development areas as a leader, and how these connect to your leader values.
- Compose a draft development plan with actionable goals to begin working on over the next month and gather feedback from your peers.
- Relate your knowledge of the Hogan and key leadership theories to describe the impact of multiple styles on a single clinical team.

MAY 6–JUNE 2, 2022

INDIVIDUAL COACHING SESSIONS

HOURS: 60 min per participant | CME: 1.0

- Distinguish your key areas for development and align SMART goals to improve your performance.

JUNE 3, 2022

GROUP SESSION 4: EFFECTIVE MANAGEMENT TACTICS & DEVELOPING OTHERS

PARTICIPANT HOURS: 3 | CME: 2.5

- Distinguish between management and leadership skills.
- Formulate your own management routines to implement immediately.
- Summarize effective practices for developing those who report to you.

JUNE 6–30, 2022

INDIVIDUAL COACHING SESSIONS

HOURS: 60 min per participant | CME: 1.0

- Distinguish your key areas for development and align SMART goals to improve your performance.

JULY 1, 2022

GROUP SESSION 5:

DELIVERING EFFECTIVE FEEDBACK

PARTICIPANT HOURS: 3 | CME: 3

- Practice meaningful positive and negative feedback using the SBI model.
- Acquire skills for navigating difficult conversations.
- Reflect on your natural leadership style and how that impacts how you deliver feedback.

JULY 4–AUG 5, 2022

INDIVIDUAL COACHING SESSIONS

HOURS: 60 min per participant | CME: 1.0

- Formulate actionable steps for implementing your goals in your daily work routines.

AUG 5, 2022

GROUP SESSION 6:

DESIGNING & LEADING TEAMS

PARTICIPANT HOURS: 3 | CME: 3

- Describe how you as a leader can impact a clinical team through your leadership style and values.
- Debate the value of performance conversations in the context of effective feedback.
- Examine the types of performance conversations to hold regularly that assist in designing and maintaining an effective team.
- Assess your current performance evaluation and define needed improvements in your control.

AUG 6–SEPT 2, 2022

INDIVIDUAL COACHING SESSIONS

HOURS: 60 min per participant | CME: 1.0

- Analyze the effectiveness of your proximal goal tactic implementation.
- Assess what helps and hinders your ability to implement small practices to accomplish your development goals.

SEPTEMBER 2, 2022

GROUP SESSION 7: ORGANIZATIONAL DESIGN, STRATEGY & DECISION MAKING

PARTICIPANT HOURS: 3 | CME: 2.75

- Explain the difference between a work group, team and how team theory supports you to design how to accomplish organizational goals.
- Identify the strategic planning process (e.g., internal and external environmental analyses, formulating a strategy, communicating the strategic direction, implementing it in the organization, and monitoring and modifying it in the future.
- Discuss common frameworks for thinking about/describing strategic planning in the context of healthcare.

2022 WIM SUMMIT

FINAL GROUP SESSION: REVISITING OUR VALUES | HONING INFLUENCE | MANAGING MOTIVATION & WELLNESS | GRADUATION

PARTICIPANT HOURS: 3 | CME: 2.75

- Apply your leader values to the environment you would create when designing a team and organizational strategy.
- Diagnose how your natural style yields influence in your organization and ways you can grow through the humble inquiry approach.
- Discuss how you best recharge based on your motives, values and preferences.
- Project how to support others in their wellbeing by recognizing their motives, values and preferences.