



WOMEN IN MEDICINE

INCLUSIVE LEADERSHIP

DEVELOPMENT LAB

WIMS Inclusive Leadership Development Lab – a course specifically for men in healthcare leadership positions to learn how to be more equitable, inclusive leaders.

PROGRAM OVERVIEW

The purpose of Inclusive Leadership Development Lab is to develop modern workplace leadership skills to become a more inclusive leader in healthcare. Inclusive leaders are more successful—with broader and more diverse networks, improved communications skills, and enhanced interpersonal skills including higher emotional intelligence. Organizations with leaders who practice inclusive leadership are more likely to retain employees, foster a more positive work environment, make better decisions, foster innovation, and are more productive and profitable.

Across the program, we will form a close-knit community of male leaders in healthcare aligned around the purpose of showing up as reliable allies for women in the workplace by creating an inclusive work environment. We define allyship as actively promoting gender fairness and equity in the workplace through supportive and collaborative personal relationships and public acts of sponsorship and advocacy intended to drive systemic improvements to the workplace culture.

Our mission is based on equal parts ally skill development and ally community formation. Our group should be a safe space for men to talk openly and honestly, try out new skillsets and challenging conversations around gender, and above all, demonstrate vulnerability and authenticity.

REGISTRATION OPEN NOW!

PROGRAM COST: \$5,000

SECOND REGISTRANT FROM A SPECIFIC INSTITUTION: \$4,500; THREE OR MORE REGISTRANTS: \$4,250.

<https://www.cvent.com/d/rmqr5s>

Limited to
30 participants...

REGISTER TODAY!

TOTAL CME FOR PARTICIPANTS: 14.0

TARGET AUDIENCE

Male Leaders in Healthcare.

OVERALL PROGRAM OBJECTIVES

1. Develop a set of allyship principles.
2. Describe how men are currently responding to calls for gender equality across the domains of leadership, work, and home, as well as how women perceive these responses.
3. Explain why it is essential for men to show persistent interpersonal support and genuine partnership for women in the workplace.
4. Exemplify more thoughtful and intentional development of a core group of trusted friends and reliable confidants among your network of female colleagues.
5. Summarize why it is so important for men to be deliberate and intentional mentors and sponsors for women at work.
6. Identify strategies to counteract challenges to perceiving and taking action against biased, harassing, or sexist language and behavior.
7. Examine how clarity, transparency and accountability can be employed as a leader to create a gender-inclusive workplace.

CREDIT DESIGNATION STATEMENT

**THE
UNIVERSITY OF
ILLINOIS
COLLEGE
OF MEDICINE**
CHICAGO PEORIA ROCKFORD URBANA



The University of Illinois at Chicago designates this live activity for a maximum of 14.0 *AMA PRA Category 1 Credit(s)*[™]. Physicians should claim only credit commensurate with the extent of their participation in the activity.



INCLUSIVE LEADERSHIP DEVELOPMENT LAB

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 Medscapes 25 Rising Stars in Medicine in 2020.

FACULTY LEADS



Brad Johnson is Professor of psychology in the Department of Leadership, Ethics and Law at the U.S. Naval Academy, and a Faculty Associate in the Graduate School of Education at Johns Hopkins University.



David Smith is Associate Professor in the Johns Hopkins Carey Business School.

**EACH SESSION WILL BE HELD
11AM-1PM EST (10-12PM CST)**

FRIDAY, MARCH 11, 2022

SESSION 1: INTRODUCTION TO HOW MEN CAN BE BETTER ALLIES FOR WOMEN IN THE WORKPLACE

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Get to know each other and build community.
- Create ground rules.
- Develop a set of allyship principles.
- Identify common goals for your work group.
- Decide on logistics of communication and meetings.

FRIDAY, MARCH 25, 2022

SESSION 2: DEVELOPING AWARENESS AND GENDER INTELLIGENCE

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Describe how men are currently responding to calls for gender equality across the domains of leadership, work, and home, as well as how women perceive these responses.
- Identify the ways men can develop gender awareness and intelligence.
- Recognize the importance of feedback and demonstrate how to respond.

FRIDAY, APRIL 8, 2022

SESSION 3: SHOWING UP FOR WOMEN AT WORK: EVERYDAY INTERACTIONS

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Recognize why it is essential for men to show persistent interpersonal support and genuine partnership for women in the workplace.

- Articulate and practice several of the elements of generous and spacious listening with the intent to understand and empathize, not fix problems.
- Appreciate the various ways men can deliberately make space for women to be included and heard.

FRIDAY, APRIL 22, 2022

SESSION 4: FRIENDSHIPS WITH WOMEN AT WORK: TRUST AND RECIPROCITY

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Become more thoughtful and intentional about developing a core group of trusted friends and reliable confidants among your network of female colleagues.
- Articulate and practice several of the elements of building trust in your relationships with women at work.
- Appreciate the benefits that accrue to women, men, and their organizations when close, collaborative cross-gender friendships are the norm.

FRIDAY, MAY 6, 2022

SESSION 5: WATCHDOG SKILLS (DISRUPTING BIAS AND SEXISM)

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Recognize what prevents some men from seeing bias and sexism.
- Explain why some men may not act when they see a gender inequity.
- Identify strategies to counteract challenges to perceiving and taking action against biased, harassing, or sexist language and behavior.

FRIDAY, MAY 20, 2022

SESSION 6: MENTOR WOMEN TRANSPARENTLY & SPONSOR WOMEN LOUDLY

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Explain why it is so important for men to be deliberate and intentional mentors and sponsors for women at work.
- Articulate and practice several of the elements of excellent mentorship, especially in cross-gender mentoring relationships.
- Appreciate the key ally actions associated with vocal and effective sponsorship of women.

FRIDAY, JUNE 3, 2022

SESSION 7: ORGANIZATIONAL CHANGE AND YOUR LEADERSHIP

2 HOUR SESSION

EDUCATIONAL OBJECTIVES:

- Examine how clarity, transparency and accountability can be employed as a leader to create a gender-inclusive workplace.
- Explain how evaluating and changing organizational processes can lead to better outcomes than a focus on changing individuals.
- Identify internal and external measures of accountability for your organization.

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