



## Physician Leadership Institute

# Agenda

September 13-14, 2018  
Queen's University Faculty Development  
Kingston, ON

## Leadership for medical women

### Learning Objectives:

**At the end of this Physician Leadership Institute course, you will be able to:**

- Explore the leadership direction that resonates most strongly with you
- Leverage your natural strengths to more effectively engage others and address factors that may be limiting your success.
- Identify what influences leadership and recognize both internal and external factors affecting the career progression of medical women today.
- Learn specific strategies to become more effective as a medical woman leader
- Identify opportunities to drive and support female physician leadership in our current and emerging complex health care system.

**September 13**

**Faculty: Mamta Gautam, MD and Monica Olsen**

**8:00 am Registration and Breakfast**

**8:30 am Welcome, Introductions and Alignment with LEADS Leadership Framework**

Regardless of where you may be on the leadership continuum, stepping into the role of Physician Leader can be a life altering experience. Barriers to women physician leaders still exist today which will require a shift in both institutional and individual mindsets as well as overcoming structural obstacles and acknowledgement of lifestyle choices. Becoming a Physician Leader involves wearing different hats, various skills and multiple approaches depending on the situation. Through personal reflection, a dynamic group structured experience, discussion and presentation, participants will:

- Be introduced to course faculty and participants
- Clarify their learning expectations
- Understand the connection between the course objectives and the *LEADS in a Caring Environment* capabilities leadership framework

**9:45 am Medical Women's Leadership in Context**

Female leadership progression requires understanding of the current state of systemic factors affecting women's medical careers, as well as past and emerging trends. Challenging the status quo and championing change is needed now and in the future. Through group discussion and personal reflection exercises as well as power point presentation, participants will:

- Discuss personal insights about their leadership experiences
- Review research related to women in leadership positions
- Understand gender based stereotypes in leadership
- Consider strategies for engaging women in leadership to challenge the status quo and champion change.

**10:15 am Health & Networking Break**

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**10:30 am Women's Leadership Styles - How to Make Them Work and When to Adapt**

Undoubtedly there are differences in women's leadership styles with respect to how they influence others and how their messages are received. A key step to fostering leadership flexibility is to adapt one's leadership style when encountering differing situations for optimal engagement. Through a structured activity, group discussion and reflection exercise, participants will learn to:

- Explore the six common leadership styles and indications for effective use
- Appreciate how their dominant leadership styles impact their effectiveness
- Identify typical styles used and leadership styles that could be strengthened to more effectively engage others
- Examine the skills and behaviours which would be helpful to develop underutilized leadership styles

**12:00 pm Lunch**

**1:00 pm Key Capabilities for Women Physician Leaders – Confidence**

McKinsey and Company has identified capabilities that women leaders need to thrive. The three most important are confidence, grit and resilience. In *The Confidence Code*, Kay and Shipman examine how lack of confidence impacts our leadership, success and fulfillment. We need to be aware of how our personal perceptions, beliefs and the extent to which we have been influenced by our past experiences impact our leadership effectiveness. We can all choose to become more confident. Organization culture holds many implicit rules that govern behaviour and will be addressed. Through self-reflection exercises, instructor-led presentations, dyad and group discussions, participants will:

- Examine their personal beliefs about leadership for men and women
- Learn about the dynamics of the Inner Critic and the Impostor Syndrome
- Recognize how the medical culture contributes to a focus on perfection and suppression of vulnerabilities
- Learn practical confidence boosting habits

**2:30 pm Health & Networking Break**

**2:45 pm Key Capabilities for Women Physician Leaders – Confidence (Cont'd)**

**4:30 pm Session Adjourns**

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**September 14**

**Faculty: Mamta Gautam, MD and Monica Olsen**

**8:00 am Breakfast**

**8:30 am Key Capabilities for Women Physician Leaders – Grit**

Grit is resolve, courage and strength of character. Perseverance through challenging circumstances can shape a woman's ability to lead. Angela Lee Duckworth's research showed students with more grit were significantly more likely to succeed. Research by Carol Dweck of Stanford found a mind-set of growth was valuable for women's advancement and success. Through a combination of power point presentation, self-reflection exercises and dynamic group discussion, participants will:

- Reflect on core values that will allow one to gather the necessary support and establish the direction needed to fulfill personal and professional goals
- Learn how to build a mindset of growth
- Cultivate courage and improve the ability to overcome a fear of failure
- Identify one's passion and purpose to fuel progression, remain conscientious and persevere to achieve long-term goals

**10:15 am Health & Networking Break**

**10:30 am Key Capabilities for Women Physician Leaders – Grit (Cont'd)**

**12:00 pm LUNCH**

**1:00 pm Key Capabilities for Women Physician Leaders – Resilience**

Resilience, the capacity to recover quickly from difficulties, is built on a foundation of emotional and social competence. Physicians can learn to be more resilient by enhancing the five key building blocks and serve as healthy role models for others. Through small group discussions, instructor-led presentation and personal reflection exercises, participants will learn:

- The five C's of resilience
- How to manage both energy and time
- How to achieve a healthy work-life balance
- Recognize how identifying and working from strengths as well as investing in others' strengths significantly enhances leadership effectiveness, satisfaction and resilience.

**3:00 pm Health & Networking Break**

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**3:15 pm**     **Round Table Discussion: Supporting Women Leaders in Medicine**  
A large group discussion of personal and professional learnings while navigating their medical career. Participants will discuss:

- Shared insights and strategies for women physician leaders to best manage their careers and personal lives
- Current strategies that support other women leaders in medicine
- Future possibilities to develop emerging and current leaders

**4:00 pm**     **Putting It All Together**

Based on the reflections, insights and learnings from the past two days, completion of a personal action plan and group discussion, participants will:

- Consolidate their knowledge of leadership development opportunities, professional networks and resources into a career development plan that they are committed to achieving

**4:30 pm**     **Course adjourns**

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