

WOMEN IN MEDICINE AND SCIENCE

Leadership Forum: Inspire, Engage, Learn, and Lead

WHY IS THIS FORUM IMPORTANT?

Career success depends on skills not covered in training, and clinical and scientific excellence does not necessarily guarantee career satisfaction. Further, women continue to face extra challenges in career-building.

This forum offers numerous opportunities to gain insight into what it means to keep growing in the face of constant new challenges and constraints. By combining many kinds of small group exercises, interspersed with brief plenary presentations, participants will practice necessary but seldom addressed skills, and work on building relationships across silos and hierarchies.

*Inspire
Engage
Learn
Lead*



Sponsored by:
Faculty Affairs & Professional Development
Marshall University Joan C. Edwards School of Medicine
1600 Medical Center Drive
Huntington, West Virginia 25701
Office (304) 691-8638

MAY 16 - MAY 17, 2012
Marshall University Medical Center
Harless Auditorium

PRESENTERS AND SCHEDULE OF EVENTS

Marshall Medical Center Harless Auditorium



FACULTY

Janet Bickel, M.A.
Career and Leadership Development Coach
Adjunct Assistant Professor of Medical Education
George Washington University School of Medicine

Gary Patton, Ph.D.
Associate Professor and Director of Mission Integration
St. Mary's Medical Center

Shirley Neitch, M.D. FACP
Professor, Chief Section of Geriatrics
Marshall University Joan C. Edwards School of Medicine

Darshana Shah, Ph.D.
Professor, Associate Dean Faculty Affairs
and Professional Development
Marshall University Joan C. Edwards School of Medicine

Paulette Wehner, M.D.
Professor, Senior Associate Dean, Graduate Medical Education
Marshall University, Joan C. Edwards School of Medicine

Planning Committee
Darshana Shah, Ph.D.
Shirley Neitch, M.D.
Elaine Hardman, Ph.D.
Maria Tirona, M.D.
Paulette Wehner, M.D.

Student Representatives
Shawndra Thompson
Majd Sweiss, American Medical Women's Association
Miranda Carper, Graduate Students Association

Wednesday, May 16, 2012

Noon Welcome and Introductions
Darshana Shah, Ph.D.

Lunch

1:00 p.m. – 4:30 p.m. The Care and Feeding of Your Career: Making Great Use of Your Time, Energy, and Strengths
Janet Bickel, M.A.

Many academic health center faculty lack the preparation needed to take responsibility for their continuing career development. How can you keep growing in ways most aligned with your values and strengths? How can you align your commitments with what is most important to you while also meeting your responsibilities to your institution and colleagues?

Objectives:

This highly interactive session will enhance your abilities to:

- appreciate and work using your strengths
- articulate what success means to you right now
- identify and manage tensions between your preferences and organizational realities
- summarize effectively your accomplishments and goals
- build personal and professional resilience
- apply insights into gender-related differences in careerbuilding
- improve your relationship-centered communication skills
- focus on what's most important to you while also meeting other responsibilities

Thursday, May 17, 2012

8:30 a.m. – 9:30 a.m. Creating Personal Wellness in a Conflicted World
Gary Patton, Ph.D.

Objectives:

This session will enable you to:

- define components of personal wellness
- identify specific types and sources of conflict in life
- describe cognitive processes beneficial in resolving conflict

Thursday, May 17, 2012 (Continued)

9:45 a.m. – 10:30 a.m. Meetings Become Electric: How to Organize and Run an Effective Meeting
Shirley Neitch, M.D., FACP

Objectives:

This session will improve your professional success by enabling you to:

- organize and facilitate high quality meetings
- recognize the importance of face-to-face meetings in professional settings
- identify the components of an effective meeting
- illustrate positive and negative behaviors in meetings
- consider strategies for measuring meeting effectiveness

10:30 a.m. – 11:30 a.m. A Career Path: Attempting to Make the Right Turns
Paulette Wehner, M.D.

The attendees will identify with some of the obstacles presented and make the "correct turns," leaving with an understanding of the need for flexibility and accepting challenges gracefully.

Objectives:

This session will help you:

- provide insight into career adjustment and adaptation
- provide at least two skills to adapt as life situations change
- encourage mentorship and how to seek out help

11:30 a.m. – 12:30 p.m. What Happens When Difficult Issues Arise in Important Relationships Making the "Undiscussable" – Discussable
Janet Bickel, M.A. and Darshana Shah, Ph.D.

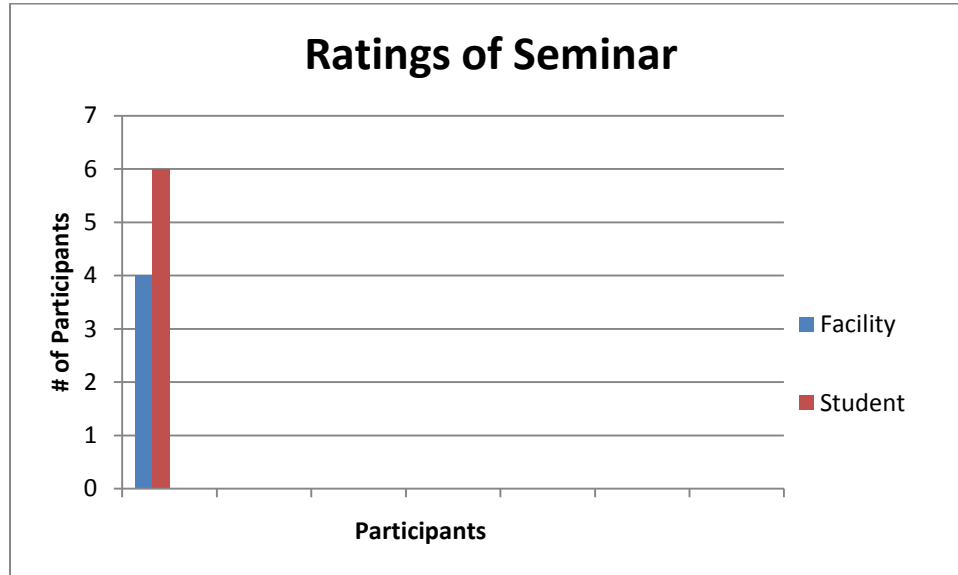
Objectives:

This interactive session is designed to help you:

- heighten awareness of the common differences that result in miscommunication
- build your interpersonal communication skills
- give you practice discussing an important difficult issue

May 16-17

Women in Medicine and Science (WIMS) Leadership Forum



1. What skills did you learn today in this forum that you can use?

- Ways in which I can reflect and focus on me and my dreams/goals and what I can do to achieve these ideas.
- Identify priorities. Organization for work-life balance. Awareness wheel. Skills for improving and listening.
- Better communication skills.
- The 3 Ds of living from Dr. Patton will help me be a better balanced person and will allow me to be more productive in my work. I also learned some skills for how to manage a meeting.
- Network and colleagues in various fields and departments. Learn to “use the moment” to “make an impression.” Keep your focus on the most important goals—put the larger items in the bowl first. We need to work out mentors, they don’t just appear.
- I learned more about myself and how I can be a stronger leader. The forum spoke to me that I need to be more vocal, network, and have confidence in who I am and my skills.
- Be assertive. Recognize pressures and gain perspective by creating 3D living.
- I liked the PAR—for elevator speech. I’ve done the elevator speech but not from the PAR approach.
- Self-reflection and re-evaluating goals through time.
- Evaluate my strengths more often to better myself.

2. How will you apply the skills you learned during this forum?

- Devote more time and energy to make sure all my current actions are aligned with my goals.
- Useful tips to achieve a better career; definitely helpful to balance work-life issues. Self-awareness to improve communication in the workplace.
- I will apply it in my interactions at work.
- I will start to use weekly diversions and distractions. By taking some time for myself, I will become a healthier and happier woman.
- This has been very provocative—I will do some thinking about Janet’s teachings. I will make more effort to network and get involved. I will try to raise (or eliminate) my “glass ceiling.”
- Re-assess how I interact with people, and how I view success. I will try to apply the 3Ds to my life to overcome frustration so that I can continue to make an impact.
- Go on vacation.
- I have a plan for feedback on a specific item.
- Constant insight into current goals and approaches and crediting large and smaller successes.
- Re-evaluate goals to make sure they fit into my life goals.

3. In what way was this forum useful to you?

- Providing ideas and tools to help better myself and how to become a stronger professional.
- Very helpful for personal growth that will absolutely impact my career development.
- Networking, sharing experiences, mentoring.
- I have recently taken over the leadership of a group. The skills for managing a meeting will be very useful to me for this group.
- I can isolate myself in my work—but I might have more “power” if I reach out to others more.
- As a student I learned skills that will help me be a strong leader and researcher. It was inspirational to know that my mentors and people I respect have had the same problems and to know how they overcome diversity and their own insecurities.
- Helped me to identify with other women that have more experience.
- It was reflective—good start to the summer.
- It gave me the opportunity to look at the way other people view success, failure, and goals in life. I now have a different perspective on aligning my strengths and weakness with what I am looking for in life personally and professionally.
- Helped me focus on myself.

4. What immediate steps/actions will you take as a result of this forum?

- More focus on self monitoring. Try and take time to do this on a daily basis.
- I will actively try to delegate more.
- Learn to manage and organize my time.
- I will make an agenda for my first meeting. I will continue my weekly distractions of exercising.

- I will get active in “Women in Science & Medicine.”
- Networking and communicating with other professionals. Face the issues and frustrations in my life that are preventing me from fulfilling my potential.
- Feedback.
- Self reflection.
- Focus on strengths.

5. What practices you currently use will be discontinued as a result of this forum?

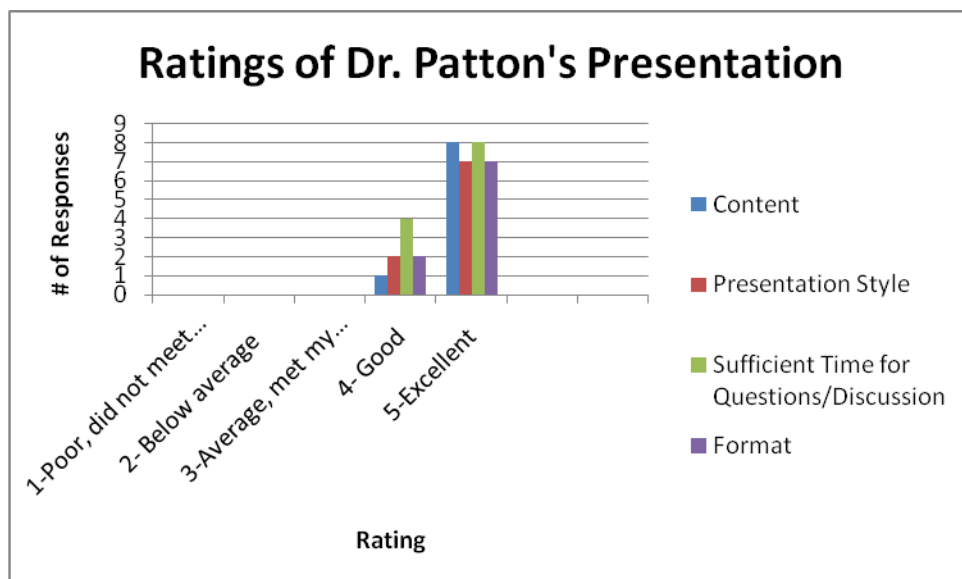
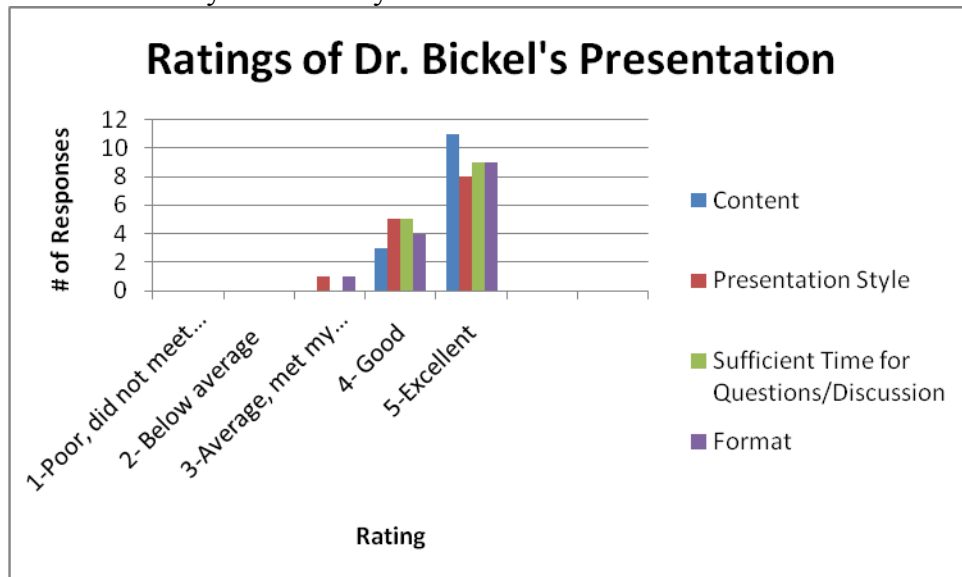
- Taking too much on, either learning to say no or delegating.
- I will discontinue to make assumptions and engage in active listening (“Become a receiver”).
- I will try to deal with conflict better and not react immediately.
- Not sure but I will think about it.
- Expecting the impossible of myself.
- Won’t read emails 1st thing in the morning and focus on the harder task which is the first thing on my calendar but I often ignore.
- Just looking ahead to future success without being content with smaller successes and failures along the way.
- Try to keep my strengths as strengths, do not overuse them and make them into weaknesses.

6. What result(s)/impact(s) did you expect from participation in this forum?

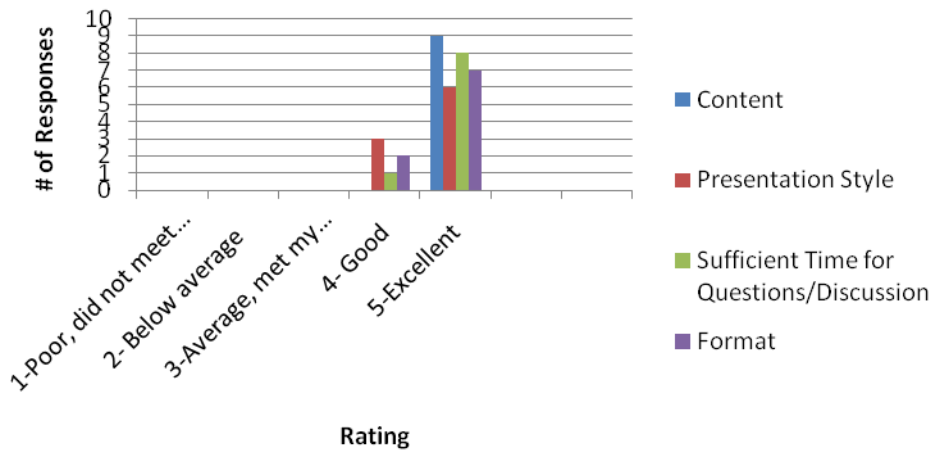
- Insight into life/career obstacles that I will face as a woman in medicine and the tools to manage them.
- Improve my overall personal satisfaction/growth that will basically result in career growth. Great value to improve my mentoring capability.
- Improvement of self-awareness.
- I honestly wasn’t sure what to expect from the forum, but I did think that since I was a student that I would not be able to participate as much. I was pleasantly surprised by how the students were welcomed into the group and encouraged to participate.
- I was hoping to find some inspiration.
- Ability to better handle conflict, be a leader, and deal with stress. Use skills gained from forum to aid me in being a successful scientist.
- Hope to be more effective (and hopefully efficient) in my overall work—in the approach to workload.
- Gain better practices on self reflection, evaluation, and setting goals and reaching them.
- Learn strategies to better myself and my leadership skills.

Women in Medicine and Science (WIMS) Inaugural Leadership Forum: Inspire, Engage, Learn, and Lead May 16-17, 2012

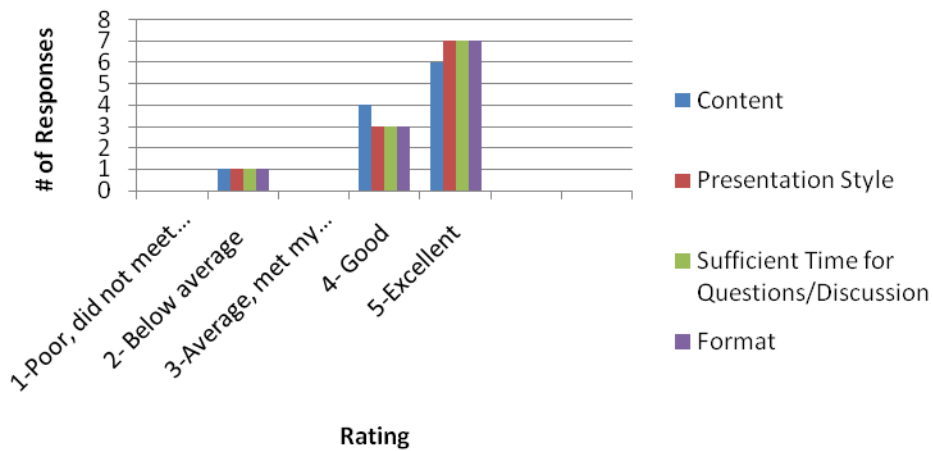
1. How would you rate today's seminar?



Ratings of Dr. Neitch's Presentation

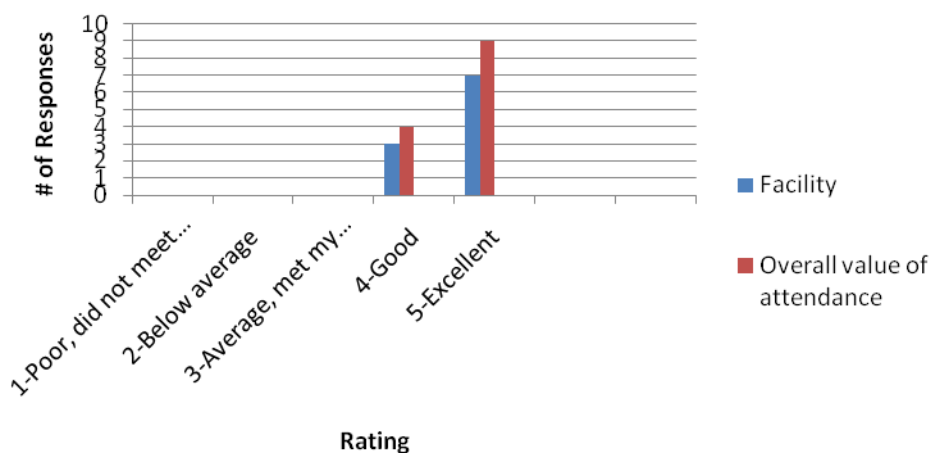


Ratings of Dr. Wehner's Presentation



2. How was the facility and overall value attendance?

Ratings of Seminar



3. Other comments and/or suggestions for future seminars:

1. I felt I learned a lot and it gave me tools that I can use as I progress in my career.
2. Great workshop! Thanks for this opportunity.
3. On Dr. Wehner: Too personal at beginning, but discussion generated saved the session.
4. Thank you. Better than I expected, time well spent. I appreciate the need to use an external facilitator in an extended block of time however it is hard to spring for 8 hours over 2 days.
5. On Dr. Neitch: Good job on a hard topic. All excellent. Facility too cold on day #1—otherwise love the roundtable venue.
6. I was greatly impressed with the speakers and the content of the talks.
7. Very nice symposium. Well organized. Exteremly pertinent information.
8. Facility too cold. Very informative—good group dynamics.