Paths to Leadership
Supporting Emerging Faculty Leaders in Making a Meaningful Difference

Sponsored by OHSU’s School of Medicine Office of the Dean

An offering of OHSU’s School of Medicine Division of Management
Paths to Leadership Benefits:

**Faculty Members**
- Align faculty role with individual values and desire to make a meaningful difference
- Develop a leadership mindset (i.e., learn how to think—and act—like leaders)
- Cultivate an increased understanding of OHSU
- Contribute to an important OHSU issue through a learn-by-doing project
- Prepare to take on additional formal or informal leadership responsibility

**School of Medicine**
- Increase our leadership and management capacity—our “bench strength”
- Leverage participants' experience and passion in order to improve OHSU’s mission areas
- Promote a learning organization culture at OHSU
- Develop and sustain champions for change
Learning Objectives

Personal Leadership Development

• Clarify what difference you are trying to make
• See your life as a system you can change
• Notice your mindset
• Practice listening and supporting others
• Speak up with emotional intelligence

Skill Development for Leading Change

• Understand how academic health centers work
• Start with “why”
• Expand your mindsets
• Notice and influence organizational culture
• Practice “realistic optimism”
Paths to Leadership Approach

What is the "meaningful difference" you want to make?

Engage with trusted cohort peers and instructors during in-class practice sessions.

Engage with institutional leaders at all levels (guest leader visits & follow-up meetings).

Practice communication skills for influencing change and building a coalition.

Reception and "tram conversations" with invited guests.

Reflection on and celebration of learning.
Paths to Leadership Process

• Heterogeneous cohort composition (age, faculty rank, department, formal/informal leader roles)
• Prework each week (readings & short videos)
• Weekly meetings for five months, 4:30-6pm
• Engage with guest leaders 30 min/each session (including president, deans, CMO, CFO)
• Communication practice in small groups in class
• Connect with identified and unexpected stakeholders outside of class each week
Participants’ Descriptions:

• “I am braver and more connected. Having the courage to talk about what matters to me will make a change.”

• “I feel more a part of a larger organization, beyond my own department, with lots of bright, energetic people who share my values.”

• “PTL gave me a framework for viewing things a bit less cynically and allowed me to communicate my vision (and corresponding ‘asks’) in a more inspiring way.”

• “It helped me think about plans and the future in ways I should have done earlier but never found the time to do.”

• “Any academic physician needs this training.”

• “The diversity of leadership skills was inspiring—there is no single path.”

• “What I learned is that I need to start with myself—that to be an effective leader I need to step outside of my comfortable ways of thinking and interacting in order to hear and understand others.”
PLEASE HELP US SPREAD THE WORD:
• Meets in person on Tuesdays, 4:30-6:00 PM
• January 7 – June 9, 2020
• Marquam Hill Location: CDRC 3200
• Anticipated class size: ~25 participants
• Time commitment: 3-4 hours/week
• Online information and application: www.ohsu.edu/PathsToLeadership
• Questions? Contact Niki Steckler or Jim Huntzicker
  – steckler@ohsu.edu 503-346-0366
  – huntzicj@ohsu.edu 503-346-0365
• Application deadline: December 2, 2019

SAVE THE DATE:
• Please plan to join us on Tuesday June 2 from 4:30-6:30 PM for “tram conversations” and refreshments with participants