



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

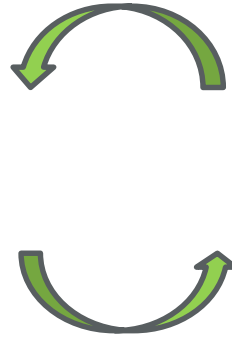
School of Medicine

- 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)
- Pework 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.”

Paths to Leadership 2020

Logistics

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