



Paths to Leadership 2026

Learn to lead through choosing a project that reflects the meaningful difference you want to make and setting the wheels into motion, all while practicing core leadership skills that will serve you in future projects.

Paths to Leadership invites OHSU faculty to **reconnect with your professional purpose** and **clearly articulate the meaningful difference you wish to make**, whether caring for patients, influencing the next generation of learners and/or generating new knowledge about human health and health care.

Participants learn to **exercise leadership within your current role** by partnering with key stakeholders whose support is needed to move your vision forward, while **appreciating senior leaders' priorities in a new light**.

Past participants report a sense of **increased personal meaning and joy** as well as **deeper engagement with OHSU and its important missions**.

How does OHSU benefit?

- Improving our leadership and management capacity
- Leveraging participants' experience and passion in order to improve OHSU's mission areas.
- Promoting a learning organization culture
- Developing and sustaining champions for change

An OHSU School of Medicine Office of Faculty Development Offering

Paths to Leadership weaves together curated readings and videos, in-class conversations with guest leaders from across OHSU and fellow participants, and structured weekly practice sessions both in and outside of class to build the following leadership mindsets:

Module 1: Making a Meaningful Difference as a Faculty Leader

Outcomes: Upon completion of Module 1, participants will be able to:

- Articulate Your Vision: Creating an Inspiring Picture of a Desired Future
- Connect with Colleagues: Using Inquiry and Listening as Key Leadership Skills
- Influence Up, Down, and Across: Building a Network of Relationships
- Move Teams to Action: Prototyping and Crafting Experiments

Module 2: Leading Your Life On Purpose

Outcomes: Upon completion of Module 2, participants will be able to:

- Clarify What's Important to You in All Areas of Your Life
- See Your Life as a System You Can Change
- Prepare for Important Conversations
- Change Your Own Patterns and Engage Support from Key Partners

Module 3: Understanding and Managing Complex Organizations

Outcomes: Upon completion of Module 3, participants will be able to:

- Clarify Roles and Goals: The Structural Frame
- Make Relationships Work: The Human Frame
- Assess Trust and Agreement: The Political Frame
- Change Organizational Culture: The Symbolic Frame
- Practice Multiple Perspective Taking: The Reframing Game
- Follow the Money: Funds Flow in Academic Health Systems

Module 4: Storytelling That Moves People

Outcomes: Upon completion of Module 4, participants will be able to:

- Engage OHSU Leaders at All Levels
- Start a Two-Way Conversation with Potential Stakeholders

Who Should Participate: *Paths to Leadership* is intended for faculty, including clinical associates and research faculty, who want to make a difference at OHSU. It is open to faculty who are currently in, taking on, or considering taking on *formal* or *informal* leadership roles within their divisions, departments, or professions. The program is open to all OHSU faculty with tuition of \$1500 for faculty outside the School of Medicine.

Dates: Virtual meetings **Wednesdays January 14 – June 10, 2026** from **3:30-5:00pm**, with three in person on Marquam Hill campus (January 14, March 18, June 10), and eighteen videoconference meetings (January 21-June 3 except March 18 and 25).

Applications due September 30, 2025. More information and application available at www.ohsu.edu/PathsToLeadership If you have questions, please contact Niki Steckler at steckler@ohsu.edu

Sponsored by OHSU School of Medicine Office of Faculty Development