



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER AND
HEALTH SCIENCE COLLEGES

Center for Faculty Advancement, Mentoring & Engagement

Faculty Leadership Institute (FLI)

With health care facing rapid change – in demographics, increasing rates of chronic disease, advances in medical science, skyrocketing costs, value-based payment systems, information technology, new modes of patient contact and new legislation - faculty will need new skills to be able to manage and lead a reformed health care delivery system. The OSU Wexner Medical Center/Health Sciences Colleges are committed to developing faculty leaders who can meet the current and future needs of the organization; specifically, the skills and competencies that move us to national eminence.

The **Faculty Leadership Institute** is one of the critical components of the College of Medicine's Center for Faculty Advancement, Mentoring and Engagement (FAME), which provides comprehensive guidance, education, programmatic support, and recognition and reward to all members of the faculty as they pursue diverse domains of career emphasis and excellence. This program equips professionals from the health sciences colleges to lead through evidence-based leadership training.

Expected outcomes of the program include

- Exhibit a growth mindset, set effective self-development goals, and actively take advantage of opportunities to develop as a leader.
- Ability to effectively lead diverse teams and employ strategies to develop members of their unit.
- Understand how to make prudent decisions in an ethical manner, use their power and influence to yield positive leadership outcomes, and formulate mutually beneficial solutions that builds consensus and resolves conflict.
- Learn strategies to communicate effectively.
- Develop an ability to articulate a strategic plan to meet unit objectives, initiate and lead change efforts.
- Implement a project to apply their leadership skills and improve their unit or community.

Format

Over a 10-month period, participants will engage in monthly, in-person, 3-hour workshops. Sessions will be recorded (not live streamed) and posted to Carmen Canvas for those who cannot attend in person. (Note, the additional January session will be the only exception and will only be offered on zoom.)

NOTE: The schedule and topics for these sessions are below. Topic order are subject to change based on facilitator availability. Leadership faculty and experienced practitioners deliver the sessions that bridge evidence-based strategies to lead with practical applications, exercises, and discussion. Participants are expected to complete relevant pre-session materials, actively engage in each session, and meet with their small-group to debrief the experience and complete relevant homework following the monthly session.

Session Dates and Topics – the session dates are locked in, but the order of the topics is subject to change

Kick-Off, Session 1: September 21, 2023, 5:00 – 8:30pm

Session 2: October 19, 2023, 5:30 – 8:30pm

Session 3: November 16, 2023, 5:30 – 8:30pm **Session**

4: December 21, 2023, 5:30 – 8:30pm

Session 5: January 18, 2024, 5:30 – 8:30pm

Session 6: January 25, 2024, 5:30 – 8:30pm

(additional session)

Session 7: February 15, 2024, 5:30 – 8:30pm

Session 8: March 21, 2024, 5:30 – 8:30pm

Session 9: April 18, 2024, 5:30 – 8:30pm

Session 10: May 16, 2024, 5:30 – 8:30pm

Graduation Reception: June 13, 2024, 5:30 – 8:30pm

Growth Mindset

Psychological Safety & Difficult Conversations

Teams

Change Management

Active Listening & Giving Effective Feedback

Negotiation/ Power & Influence

Communication

Diversity, Equity & Inclusion

Problem Solving

Strategy

Key Themes Across Sessions

- **Diversity, equity, and inclusion in leadership.** Recommended to be incorporated through diverse set of facilitators and guest speakers, cases/activities that reflect a diversity of names and cultures, and discussion of how each leadership competency addressed in the program promotes DEI in teams and organizations.
- **Principled leadership.** Recommended to be reflected through importance of leading with values, consistently, transparently, and especially in difficult times.

Attendance & Participation

Participants are required to attend at least 9 sessions. Absence from any session must be approved by the course directors. No unexcused absences are permitted. Participants who miss more than 1 session, or who do not meet the project requirement, will not receive a Certificate of Completion, and will not be permitted to reference the Program on their CV. Individual circumstances will be considered at the discretion of the FAME Director of Leadership but must be of an unanticipated, unavoidable nature.

Participants are expected to fully engage in the program, including completion of assigned pre-work readings/modules for sessions and participation in all team meetings, activities, homework and projects. If accepted, participants will be expected to watch a video outlining expectations for the program and complete a survey before July 1, indicating they have watched the video and agree to fully participate in the program.

Recordings

In those rare situations where class attendance is not possible, participants are expected to review the recording and or session materials, which will be available on our cohort's Carmen Canvas site. Please note, it is not always possible to record every session.

Facilitators

Subject matter experts from The Fisher College of Business and The Wexner Medical Center/Health Science Colleges and Nationwide Children's will engage participants in thoughtful discussions and active learning.

Homework Assignments / Applied Learning

As mentioned above, relevant readings/modules will be assigned for each session in order to accelerate learning of the concepts to be covered in class. Discussions and write-ups from the previous session's topic will be completed in learning groups. It is estimated that participants will spend approximately eight to ten hours per month on activities related to FLI, including the monthly sessions.

Manager Support

Chairs/Deans/division chiefs are expected to support the learning & development of their participants, including providing perspective on the year-end project. They are invited to attend the kick-off session where content and expectations are outlined (via zoom) as well as the graduation where project overviews are shared.

360° Assessment & Debrief

Each participant will participate in a 360° assessment to provide awareness of leadership competency and establish goals for development over the course of the 10 months of the program.

Leadership Coach

Each participant will be provided with the opportunity to work with a certified professional coach (by request) for a focused period of time in support of leadership goals.

Logistics

The FAME team of Debbie Pond and Emma Tippettt will be the main points of contact, reminding you of the upcoming sessions, posting handouts and presentation material on 'Carmen', arranging for the room and teaching aids, fulfilling any special meal requests, collecting, collating and distributing evaluations, keeping attendance, ensuring payments, etc. If you need to reach them, or any of the program leaders, please email or text using the contact information below.

Individual Leadership Project

Over the course of the year, participants will design an individual project intended to develop and utilize the skills gained throughout the program. Participants will share their project framework with the cohort upon the conclusion of the program.

Awards

In honor of two of FLI's founders, we will present the **Satiani Award**, to the participant who best exemplifies overall leadership qualities, and the **Ruberg Award**, to a member of each team who was the most valuable team member over the course of the year. Awards will be voted on by the cohort and presented during graduation at the conclusion of our program.

Best wishes for a great learning experience ahead!

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