



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, enhance 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, delivered in partnership with leadership experts from the Fisher College of Business.

❖ **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, and 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, 3-hour workshops. The sessions will be delivered either in person or through Zoom dependent on updated COVID-University guidelines. More information will be provided prior to the kickoff session. The schedule and topics for these sessions are below. Leadership faculty and experienced practitioners from the Fisher College of Business 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.

Over the course of the year, participants also create and implement an individual project intended to develop and utilize the skills developed throughout the program. Participants share their project outcomes with the cohort upon the conclusion of the program.

Participant Introduction to Faculty Leadership Institute 2021-2022

SESSION DATE, TIME & LOCATION	TOPICS
Kick-Off, Session 1: September 16, 2021 5:00 – 8:30	Growth Mindset & BUILD and Action Planning
Session 2: October 21, 2021 5:30-8:30	Mentoring, Coaching & Sponsorship
Session 3: November 18, 2021 5:30 – 8:30	Diversity, Equity & Inclusion
Session 4: December 16, 2021 5:30 – 8:30	Teams
Session 5: January 13, 2022 (additional session) 5:30 – 8:30 online only	Communication
Session 6: January 20, 2022 5:30 – 8:30	Power & Influence
Session 7: February 17, 2022 5:30 – 8:30	Negotiations
Session 8: March 17, 2022 5:30 – 8:30	Decision Making
Session 9: April 21, 2022 5:30 – 8:30	Strategy
Session 10: May 19, 2022 5:30 – 8:30	Change Management
Graduation Reception: June 9, 2022 5:30 – 8:30	Celebration

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.
 - **Mindfulness.** Recommended to be incorporated through a mindfulness break in each session.
- ❖ **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 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, 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 which will be available on our cohort's Carmen site.
 - ❖ **Facilitators:** Subject matter experts from The Fisher College of Business and The Wexner Medical Center/Health Science Colleges/Nationwide Children's will be enlisted to 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.
 - ❖ **Additional FAME Workshops:** The leadership team will be recommending additional workshops being offered through the Center for FAME. The FAME catalog will be provided at the kickoff session.
 - ❖ **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 & Leadership Coach:** Each participant will take the BUILD Leadership Assessment (360°) to provide awareness of leadership competency and establish goals for development over the course of the 10 months. An internal leadership coach will be assigned to debrief each participants' individual results. In addition, the opportunity to work with a certified professional coach in support of leadership goals is available for a focused period of time.
 - ❖ **Logistics:** The FAME team, Debbie Pond and Emma Tippet will be the main point of contacts: 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.
 - ❖ **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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