The LEAD Program was developed as a collaboration between the Office of Faculty Diversity & Development, Office of Women’s Careers, Organizational Development & Training, Human Resources, and Faculty Leaders at UT Southwestern.

ELIGIBILITY:
Assistant Professors (MDs, PhDs or equivalent) and Associate Professors (with fewer than 4 years in rank) are eligible. Women faculty and underrepresented minority faculty are particularly encouraged to apply.

APPLICATION PROCESS:
The following materials must be submitted via e-mail to the Office of Faculty Diversity & Development by October 5, 2015:
- A completed online application found at www.utsouthwestern.edu/fdd
- Nomination letter by Department Chair or Center Director
- Curriculum Vitae in the UT Southwestern’s P&T Format
For complete details regarding the application process, visit www.utsouthwestern.edu/fdd

COST:
The LEAD program is offered at no cost to the participants and their sponsors.

CME:
This live activity has been approved for AMA PRA Category 1 Credits™.

QUESTIONS?
For more information, please contact:
Office of Faculty Diversity & Development
Telephone: 214-648-2590
Email: UTSWFacultyDiversityandDevelopment@UTSouthwestern.edu

Leadership is about influence and the ability to make things happen, not just “being in charge”. Therefore, leadership skills are critically important for faculty success at any stage of the academic career.

- The LEAD Program is designed for Junior Faculty who aspire to develop their leadership skills.
- The curriculum includes modules in self-discovery, communication, influence, negotiation, difficult conversations, inspiring trust and embracing diversity.
- The format includes didactic lectures, case studies and experiential activities. Participants will work with executive coaches and anchor the LEAD learning objectives with an Individual Capstone Leadership Project.

Find the LEAD Application at www.utsouthwestern.edu/fdd
FACULTY

UT Southwestern Faculty
Program Directors:
Byron Cryer, MD, Associate Dean, Office of Faculty Diversity & Development
Helen Yin, PhD, Associate Dean, Office of Women’s Careers

Program Co-Directors:
William Behrendt, PhD, Vice President, Human Resources
Suzanne Farmer, PhD, Assistant Vice President, Organizational Development & Training, Human Resources

Program Faculty:
Keith Argenbright, MD, MMM, Medical Director, Moncrief Cancer Institute
Arnim Dontes, MBA, Executive Vice President for Business Affairs
Greg Fitz, MD, Provost & Executive Vice President for Academic Affairs & Dean
Bruce Meyer, MD, MBA, Executive Vice President for Health System Affairs
Shawna Nesbitt, MD, MS, Associate Dean, Office of Student Diversity and Inclusion
Daniel Podolsky, MD, President
David Russell, PhD, Vice Provost & Dean of Basic Research
Sandra Schmid, PhD, MSEL, Chair, Department of Cell Biology
Celette Skinner, PhD, Interim Chair, Department of Clinical Sciences
Dwain Thiele, MD, Senior Associate Dean of Strategic Development

External Faculty:
Rachel Croson, PhD, Dean, UT Arlington College of Business
Patricia Turner, MD, FACS, Director of the Division of Member Services, The American College of Surgeons

THE LEAD CURRICULUM

Kickoff & Orientation
December 8, 2015, 5:00-6:30 PM

Introduction to Leadership
January 15, 2016, 1:00-5:00 PM
- Identify key leadership attributes
- Appraise your personal communication & leadership styles
- Develop your emotional intelligence

Personal Leadership
February 5, 2016, 1:00-5:00 PM
- Learn core principles & practical tools for organization & time management
- Saying “yes” & saying “no”
- Build resilience & energy

Situational Leadership
March 4, 2016, 1:00-5:00 PM
- Know the differences between directive & supportive leadership styles
- Set meaningful goals
- Learn to match your leadership style to your team members’ developmental stages

Communication & Influence
April 15, 2016, 1:00-5:00 PM
- Learn to be an impactful communicator
- Increase your executive presence
- Build positive power, influence & credibility

Negotiation
May 13, 2016, 1:00-5:00 PM
- Develop an understanding of the science & art of negotiation
- Understand the differences between win-lose & win-win negotiations
- Learn and practice techniques for transforming win-lose negotiations to win-win negotiations

Diversity, Cultural Competency & Unconscious Bias
June 3, 2016, 1:00-5:00 PM
- Learn how to encourage diversity in opinions & ideas
- Understand the importance of creating cultural competency in our organization
- Understand the impact of unconscious bias & learn to reduce bias

Selecting & Managing the Right Team
September 9, 2016, 1:00-5:00 PM
- Understand how to select the right person for the position
- Practice how to give feedback/have difficult discussions about performance/resolve conflict
- Learn how to coach for improved performance

Working as a Team
October 7, 2016, 1:00-5:00 PM
- Role playing using vetted business school leadership & team simulation tools
- Understand the challenges of managing a diverse team
- Explore influences on collective decision making

Financing the Academic Missions
November 4, 2016, 1:00-5:00 PM
- Gain insight into the Institutional financial overview
- Understand the financing of the research, education & clinical enterprises

Strategic Planning & Vision
December 2, 2016, 1:00-6:00 PM
- Learn from our senior leaders about their vision for academic & clinical transformation
- LEAD program wrap up
- Celebration!