

Learn to Lead!

Explore and Develop Your Leadership Potential



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

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 and *Associate Professors (*with fewer than 4 years in rank) are eligible. Underrepresented in medicine 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, 2020**:

- A completed online application found at www.utsouthwestern.edu/fdd
- Support by Department Chair or Center Director (using a standardized form)
- CV in the UT Southwestern 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 or their sponsors.

QUESTIONS?

For more information, please contact:
Office of Faculty Diversity & Development

Telephone:
214-648-2590

Email:
UTSWFacultyDiversityandDevelopment@UTSouthwestern.edu

UT Southwestern
Medical Center



LEADERSHIP EMERGING IN ACADEMIC DEPARTMENTS

JUNIOR FACULTY **LEAD** PROGRAM FOR
PHYSICIANS & SCIENTISTS

Accepting Applications for Class of 2021

UT Southwestern
Medical Center

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:

Christina Ahn, PhD, Director, Office of Faculty Diversity & Development and Women's Careers

Suzanne Farmer, PhD, Assistant Vice President, Organizational Development & Training, Human Resources

Program Faculty:

Lisa Alexander, Senior Organizational Development Consultant

Keith Argenbright, MD, MMM, Medical Director, Moncrief Cancer Institute

Arnim Dontes, MBA, Executive Vice President for Business Affairs

W. P. Andrew Lee, MD, EVP for Academic Affairs and Provost Dean

Shawna Nesbitt, MD, MS, Associate Dean, Student Diversity and Inclusion

Neil Rofsky, M.D., MHA, FACR, Chair, Department of Radiology

David Russell, PhD, Vice-Provost and Dean of Research

Celette Skinner, PhD, Chair, Department of Population and Data Sciences

Dwain Thiele, MD, Vice-Provost and Senior Associate Dean for Faculty Affairs & Initiatives

John Warner, MD, MBA, Executive Vice President for Health System Affairs

**External consultants will also participate.*

Kickoff & Orientation

December 17, 2020, 5:00-6:30 PM

Introduction to Leadership

January 8, 2021, 1:00-5:00 PM

- Identify key leadership attributes
- Appraise your personal communication & leadership styles
- Develop your emotional intelligence

Personal Leadership I

February 5, 2021, 1:00-5:00 PM

- Implement core principles and practical tools for organization and time management
- Integrate saying "yes" & saying "no"
- Build resilience and energy

Coaching Foundations

March 12, 2021, 1:00-5:00 PM

- Understand the difference between sponsorship, mentorship, and coaching
- Implement core strategies for effective peer coaching and for coaching as a leader

Transformational Leadership Through a Coaching Lens

April 9, 2021, 1:00-5:00 PM

- Understand the value of and be able to state the four core competencies of transformational leadership
- Articulate 2 tools that can be applied in each segment of the 4 square coaching methodology

Communication & Influence

May 7, 2021, 1:00-5:00 PM

- Identify the attributes of an impactful communicator
- Build your own brand and executive presence

Working as a Team

June 4, 2021, 1:00-5:00 PM

- Implement role playing using vetted business school leadership and team simulation tools
- Experience the challenges of managing a diverse team
- Explore influences on collective decision making

Negotiation & Conflict Management

September 10, 2021, 1:00-5:00 PM

- Understand the art and science of negotiation
- Practice techniques for transforming win-lose negotiations to win-win negotiations
- Learn to resolve conflicts

Demystifying UT Southwestern

October 8, 2021, 1:00-5:00 PM

- Obtain a big picture overview of our infrastructure and finance
- Understand the UT Southwestern Health System

Diversity & Unconscious Bias

November 5, 2021, 1:00-5:00 PM

- Describe the impact of unconscious bias and learn to reduce bias
- Recognize that diversity drives innovation and success

Strategic Planning & Vision

December 2, 2021, 1:00-5:00 PM

- Develop insight into leadership's vision for academic and clinical transformation
- Conduct a SWOT analysis for strategic planning