

University of Virginia School of Medicine

Leadership in Academic Medicine 2007

AGENDA

Thursday, January 4

6:30 p.m.-8:30 p.m.
Abbott Center Dining Rooms
Darden

Reception with Arthur Garson, Jr., MD, MPH, Vice President and Dean, School of Medicine, and LAM Faculty and Chairs with John D'Earth, nationally recognized jazz musician, presenting on Leadership Jazz (an interactive session that will focus on jazz as a medium for understanding creativity and risk-taking in leadership, developing individuals' talents, and building teams).

Friday, January 5

7:00 a.m.-7:30 a.m.
Abbott Center Dining Rooms
Darden

Breakfast

7:30 a.m.-11:45 a.m.

Dimensions of Leadership

Mary V. Parish, Leadership Consultant
This session will stimulate an introspective examination of personal temperament and explore the relevance of individual styles and their impact on organizational management using the Myers-Briggs Type Indicator (MBTI).

11:45 a.m.-12:15 p.m.

Reflective Writing

David B. Morris, PhD, University Professor, UVa Department of English
Throughout LAM, participants will write about each week's topic, reflecting on what they learned about themselves, etc.

12:15 p.m.-1:00 p.m.

Lunch

1:00 p.m.-4:30 p.m.

FIRO-B

Eugene R. Schnell, PhD, Center for Leadership Education, Johns Hopkins University
This session will "piggy-back" on the discussion of the MBTI from earlier in the day and will further assist participants in understanding their behavior and the behavior of others in their organization.

Monday, January 8

7:30 a.m.-10:30 a.m.
G1-G2, JHCC

Challenges of Leadership

Alexander Horniman, PhD, Killgallon Ohio Art Professor of Business Administration, Professor of Organizational Behavior and Psychology, and UVa Senior Fellow, Olsson Center for Applied Ethics
Darden Graduate School of Business Administration
This session will survey the landscape of challenges that leaders face and focus on the pursuit of excellence.

10:30 a.m.-1:30 p.m.
G1-G2, JHCC

Balance and Lunch

John B. Schorling, MD, MPH, Harry T. Peters, Sr. Professor of Internal Medicine and Public Health Sciences and David B. Morris, PhD, University Professor, UVa Department of English
This session establishes a framework for personal decision making based on priorities and values.

10:30 a.m.-2:30 p.m.
Meeting Room 1, JHCC

Media Training and Lunch

Patricia Cluff, Chief Marketing Officer, UVa Health System and Tom Hoagwood, Executive Communication Coach, Susan Peterson Productions
Media training will be provided to participating faculty in small group settings. The sessions will provide practice in working successfully with the media with a focus on developing the message and interviewing effectively.

Monday, January 15

7:30 a.m.-10:30 a.m.
G1-G2, JHCC

Leadership Practices Inventory

Lynn A. Isabella, DBA, Associate Professor of Business Administration
Darden Graduate School of Business Administration
Using self-reported data and feedback from others, participants will develop a profile of their leadership strengths and the areas for future development.

10:30 a.m.-1:30 p.m.
G1-G2, JHCC

Balance and Lunch

John B. Schorling, MD, MPH, Harry T. Peters, Sr. Professor of Internal Medicine and Public Health Sciences and Daniel M. Becker, MD, MPH, MFA, Professor and Chair in Palliative Medicine and Director, Center for Humanism in Medicine
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10:30 a.m.-2:30 p.m.
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Monday, January 22

7:30 a.m.-10:30 a.m.
G1-G2, JHCC

Networks (previous LAM participants who did not have this session have been invited)

Robert L. Cross, PhD, Associate Professor, McIntire School of Commerce
A leader's networks impact his or her effectiveness in a knowledge-intensive environment.

10:30 a.m.-1:30 p.m.
G1-G2, JHCC

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10:30 a.m.-2:30 p.m.
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Monday, January 29

7:30 a.m.-10:30 a.m.
G1-G2, JHCC

Financial Decision Making

James H. Scott, III, Senior Associate Dean for Finance and Administration and Larry Fitzgerald, Chief Financial Officer, UVa Health System
This session will address the underlying principles, concepts, and vocabulary necessary to participate in the financial aspects of academic management.

10:30 a.m.-1:30 p.m.
G1-G2, JHCC

Balance and Lunch

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Monday, February 5

7:30 a.m.-10:30 a.m.
G1-G2, JHCC

Leadership across the Generations

Jennifer Corle, MBA, Leadership Consultant and Alan S. Cohn, LCSW, Director, Faculty and Staff Employee Relations, UVa Human Resources
Participants will explore points of tension and opportunity found in leadership across generations, diversity, and culture.

10:30 a.m.-2:30 p.m.
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Monday, February 12

7:30 a.m.-10:30 a.m.
G1/G2, JHCC

Situational Leadership

Alan S. Cohn, LCSW, Director, Faculty and Staff Employee Relations, UVa Human Resources
Situational Leadership is a model for developing people, over time, so they can reach their highest level of performance on a specific goal or task. It is a process for helping people become self motivated and self directed. Effective leadership lies in matching the appropriate leadership style to the individual's development level.

Monday, February 19

7:30 a.m.-10:30 a.m.
2ABC, JHCC

Difficult Conversations and Lunch

Sharon L. Hostler, MD, McLemore Birdsong Professor of Pediatrics and Senior Associate Dean for Faculty Development, John B. Schorling, MD, MPH, Harry T. Peters, Sr. Professor of Internal Medicine and Public Health Sciences, Susan M. Pollart, MD, MSc, Associate Professor of Family Medicine and Assistant Dean for Faculty Development, Daniel M. Becker, MD, MPH, MFA, Professor and Chair in Palliative Medicine, and Director, Center for Humanism in Medicine, and Alan S. Cohn, LCSW, Director, Faculty and Staff Employee Relations, UVA Human Resources

In this session, participants will discuss conflict at work, role play actual issues identified by the group, and, using the Thomas-Kilmann Conflict Mode instrument, examine how their styles of handling conflict affect personal and group dynamics.

10:30 a.m.-1:30 p.m.

Appreciative Inquiry and Lunch

John B. Schorling, MD, MPH, Harry T. Peters, Sr. Professor of Internal Medicine and Public Health Sciences, Susan M. Pollart, MD, MSc, Associate Professor of Family Medicine and Assistant Dean for Faculty Development, Daniel M. Becker, MD, MPH, MFA, Professor and Chair in Palliative Medicine and Director, Center for Humanism in Medicine, and Susan A. Carkeek, MBA, SPHR, Chief Human Resources Officer, University of Virginia

Appreciative inquiry is an active process of imagining positive change, recognizing what is meaningful and good in what we do, and actively promoting it, versus focusing on the problems and trying to eliminate them. This session will focus on how leaders can best employ this technique for positive change.

Monday, February 26

7:30 a.m.-10:30 a.m.
2ABC, JHCC

Exemplary Leadership

Patricia P. Cormier, EdD, President, Longwood University

Participants will discuss perceptions of significant leadership, leadership as a service, and the role of emotional intelligence in successful leadership.

Monday, March 5

7:30 a.m.-10:30 a.m.
2ABC, JHCC

Negotiation Skills

Sherwood C. Frey, Jr., PhD, Ethyl Corporation Professor of Business Administration
Darden Graduate School of Business Administration

Leaders in academic medicine must be effective negotiators to achieve their goals. This workshop will place participants in a variety of one-on-one and group simulation exercises to give them an opportunity to assess and improve their skills.

Monday, March 12

7:30 a.m.-10:30 a.m.
2ABC, JHCC

Renewal of the Leader

Rodney Napier, PhD, Leadership Consultant

This session will focus on strategies for working as a team.

Monday, March 19

7:30 a.m.-10:30 a.m.
2ABC, JHCC

Team Building/Working in Interdisciplinary Teams

Lynn A. Isabella, DBA, Associate Professor of Business Administration
Darden Graduate School of Business Administration

An interactive case demonstrates inherent conflict and cooperation among interdisciplinary teams and effective strategies for maximizing team outcomes.

Monday March 26

7:30 a.m.-12:00 noon
2ABC, JHCC

Emotional Intelligence

Mary V. Parish, Leadership Consultant

Research shows that emotional intelligence is critical to success in any endeavor and crucial at the leadership level. This session will review the various dimensions of emotional intelligence (self-awareness, self-management, social awareness, and relationship management), help participants synthesize what they have learned about themselves throughout the LAM 2007 sessions and through the various assessment tools, and encourage participants to develop strategies for employing this knowledge.

12:00 noon-1:30 p.m.

Closing Ceremony and Lunch

Arthur Garson, Jr., MD, MPH, Vice President and Dean, School of Medicine