

**University of Virginia School of Medicine**  
**2005 Leadership in Academic Medicine Agenda**

**Thursday, January 6**

6:30-9:30 p.m., Abbott Center  
Dining Rooms, Darden

**Reception, Group Photo, and Dinner with Arthur Garson, Jr., MD, MPH,  
Vice President and Dean, School of Medicine and Faculty and Chairs**

**Friday, January 7**

General Purpose Room, East Building, Sponsor's Hall, Darden

7:30 a.m.-8:30 a.m.

Breakfast

8:30 a.m.-11:30 p.m.

***Challenges of Leadership***

Alexander Horniman, PhD, Killgallon Ohio Art Professor of Business Administration  
Professor of Organizational Behavior and Psychology  
UVa Senior Fellow, Olsson Center for Applied Ethics  
This session will survey the landscape of challenges facing Health System leaders.

11:30-1:30 p.m.

Lunch with 2004 LAM Participants

1:30-4:30 p.m.

***Dimensions of Leadership***

Mary 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.

**Monday, January 10**

7:30-10:30 a.m.

G1-G2, JHCC

***Financial Decision Making***

James H. Scott, III, Senior Associate Dean for Finance and Administration  
This session will address the underlying principles, concepts, and vocabulary necessary to approach the financial aspects of academic management.

10:30-1:30 p.m.

G1-G2, JHCC

***Balance (Group 1) and Lunch***

John Schorling, MD, Harry T. Peters, Sr. Professor of Internal Medicine and  
Health Evaluation Sciences  
Focuses on establishing a framework for decision making based on priorities and values.

10:30-2:30 p.m.

Tolleson Classroom  
Health Sciences Library

***Media Training (Group 2) and Lunch***

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

**Monday, January 17**

7:30-10:30 a.m.

G1-G2, JHCC

***Leadership across the Generations***

Carol Aschenbrener, MD, Senior Vice President, Association of American Medical Colleges  
Participants will explore points of tension and opportunity found in generational differences.

10:30-1:30 p.m.

G1-G2, JHCC

***Balance (Group 2) and Lunch***

John Schorling, MD

10:30-2:30 p.m.

Tolleson Classroom  
Health Sciences Library

***Media Training (Group 1) and Lunch***

Patricia Cluff, CMO

**Monday, January 24**

7:30-10:30 a.m.

G1-G2, JHCC

***Leadership Practices Inventory***

Lynn 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.

10:30-1:30 p.m.

G1-G2, JHCC

***Balance (Group 3) and Lunch***

John Schorling, MD

10:30-2:30 p.m.

Tolleson Classroom  
Health Sciences Library

***Media Training (Group 4) and Lunch***

Patricia Cluff, CMO

**Monday, January 31**

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

***Conflict Resolution***

Marc Modica, Lecturer in Business Administration  
Darden Graduate School of Business Administration

A case study highlights the components of conflict management and the skills required for conflict resolution.

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

***Balance (Group 4) and Lunch***

John Schorling, MD

10:30-2:30 p.m.  
Tolleson Classroom  
Health Sciences Library

***Media Training (Group 3) and Lunch***

Patricia Cluff, Chief Marketing Officer, UVa Health System

**Monday, February 7**

7:30-12:00 noon  
G1-G2, JHCC

***Difficult Conversations***

Arthur Garson, Jr., MD, MPH, Sharon Hostler, MD, McLemore Birdsong Professor of Pediatrics and Senior Associate Dean for Faculty Development and Alan Cohn, LCSW, Director, Faculty and Staff Employee Relations, UVa Human Resources

Participants practice communication techniques to overcome challenges and reach desired outcomes.

**Monday, February 14**

7:30-10:30 a.m.  
G1-G2, 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, February 21**

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

***Team Building/Working in Interdisciplinary Teams***

Lynn Isabella, DBA  
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, February 28**

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

***The Healer's Art***

John Schorling, MD, Margaret Mohrmann, MD, PhD, Associate Professor of Pediatrics, Julie Connelly, MD, Co-Director, Program of Humanities in Medicine, Bryce Kellams, MD, and Ann Kellams, MD

This workshop, based on a curriculum designed by Rachel Remen, MD, Professor, UCSF School of Medicine, addresses the discipline of achieving and maintaining balance.

**Monday, March 7**

7:30-10:30 a.m.  
Mtg. Rm. 1, JHCC

***Exemplary Leadership***

Patricia P. Cormier, PhD, President, Longwood University

Participants will discuss perceptions of significant leadership and leadership as a service.

**Monday, March 14**

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

***Networks***

Robert L. Cross, PhD, Assistant Professor, McIntire School of Commerce

A leader's networks impact his or her effectiveness in a knowledge-intensive environment.

**Monday, March 21**

7:30-1:30 p.m.  
G1-G2, JHCC

***Managing Change/Strategic Thinking***

Alexander Horniman, PhD

Change is ever present in academia. Leaders must plan and implement strategic change.

***Closing Ceremony and Lunch***

Arthur Garson, Jr., MD, MPH

**Monday, June 6**

12:00-1:30 p.m.  
G1-G2, JHCC

***Networking Lunch with Arthur Garson, Jr., MD, MPH and Guest Speaker (TBA) and 2004 LAM Participants***

**Monday, October 3**

12:00-1:30 p.m.  
G1-G2, JHCC

***Networking Lunch with Arthur Garson, Jr., MD, MPH and Guest Speaker (TBA) and 2004 LAM Participants***

**Accreditation:** The University of Virginia School of Medicine is accredited by the ACCME to provide continuing medical education for physicians.

The University of Virginia School of Medicine designates this educational activity for a maximum of 55.5 category 1 credits toward the AMA Physician's Recognition Award. Each physician should claim only those credits that he/she actually spent in the activity.

The University of Virginia School of Medicine awards 0.1 CEU per contact hour to each non-physician participant who successfully completes this educational activity. The CEU (Continuing Education Unit) is a nationally recognized unit of measure for continuing education and training activities that meet specific educational planning requirements. The University of Virginia School of Medicine maintains a permanent record of participants who have been awarded CEUs.