

The following list is a sampling of leadership development programs targeted at leaders in medicine, higher education, and health care.

| Executive Management and Leadership – General SPONSOR | PROGRAM | DESCRIPTION | AUDIENCE | PHONE | WEBSITE |
|--|---|--|--|--------------|---|
| Council of Teaching Hospitals and Health Systems | Administrative Fellows Program | This two-day meeting provides an introduction to policy and operational issues and decisions faced by academic medicine leadership. Sessions explore key policy areas, such as GME and alternative payment models, while also providing Fellows with the opportunity for roundtable discussion with senior AAMC staff, networking opportunities, exposure to national healthcare policy discussions, and a virtual leadership panel featuring COTH CEOs. This meeting also includes a visit to Capitol Hill. | Designed for Council of Teaching Hospitals (COTH) Administrative Fellows COTH Administrative Fellows are individuals who have recently completed graduate work (MHA, MBA, etc.) and are now completing a one or two-year fellowship at a COTH hospital. | 202-828-0400 | http://www.cvent.com/events/2013-council-of-teaching-hospitals-and-health-systems-administrative-fellows-program/event-summary-de046aafae4c4b63985c170d7e2a5415.aspx jeilbacher@aamc.org |
| Association of American Medical Colleges and the University of California, San Diego School of Medicine | Early Career Women Faculty Professional Development Seminar | This three and a half-day popular seminar provides women at the assistant professor or instructor level with the knowledge and skills required to navigate the academic medicine enterprise as well as continue on the path to leadership. Seminar attendees develop academic medicine career building skills and employ strategic thinking about their career development. | Designed for women physicians and scientists holding medical school appointments at the instructor or assistant professor level, and in the early stages of leadership positions within their discipline, department or institution. | | https://members.aamc.org/web/DynamicPage.aspx?webcode=MeetingProfile&event_key=B397E274-6A60-4D72-8044-80E23C6CB757 ecoakley@aamc.org |

Leadership topics are also covered.

Seminar faculty from schools throughout the United States and Canada have been chosen for their specialized knowledge in particular areas and demonstrated leadership capabilities. They offer valuable information, inspiring stories, and practical advice to support career advancement.

Association of American Medical Colleges

Executive Development Seminar for Associate Deans and Department Chairs

This four-day seminar will enhance your skills in people management, financial management, legal issues, and communications, and improve your ability to lead individuals or teams. Join colleagues from similar organizations across the country as you strengthen the critical skills you need to fulfill your operational responsibilities successfully.

Designed for new department chairs and associate deans

<https://www.aamc.org/members/leadership/catalog/323130/executivedevelopmentseminarforinterimandaspiringleaders.html>

dlautenberger@aamc.org

Association of American Medical Colleges

Executive Development Seminar for Deans

The primer on the responsibilities that accompany this key leadership position in academic medicine.

Designed for newly appointed permanent or interim medical school deans

<https://www.aamc.org/members/leadership/catalog/323126/executivedevelopmentseminarfordeans.html>

asteinecke@aamc.org

Association of American Medical Colleges

Graduate Medical Education (GME) Leadership Course

This course develops core competencies necessary to lead graduate medical

Targeted to GME deans, vice presidents for GME or academic affairs, and other academic leaders with institutional oversight of

<https://www.aamc.org/members/leadership/catalog/323124/graduatemedicaleducationgmeleadershipcourse.html>

education.

the educational
environment for residents
and fellows

mpassiment@aamc.org

Parts I, II, and III do not
need to be taken in order.

**Association of American
Medical Colleges**

Group on Information
Resources (GIR)
Leadership Institute

The GIR Leadership
Institute is the only
program that provides
information technology
professionals with the tools
and knowledge to support
and advance the practices
and policies of the complex
academic medical center.

<https://www.aamc.org/members/leadership/catalog/323122/grouponinformationresourcesgirleadershipinstitute.html>

mpassiment@aamc.org

**Association of American
Medical Colleges**

Healthcare Executive
Diversity and Inclusion
Certificate Program

The *Healthcare Executive Diversity and Inclusion Certificate* is an intensive academic program of diversity education specifically designed to develop the competencies leaders need to drive diversity as a core component of excellence in health care. The curriculum combines distance-learning and in-residence study with a focus on applied skills that will assist students in successfully implementing a diversity project at their home institution. Upon completion of the program, students are required to present their project before the cohort and instructors, as well as at their institution.

<https://www.aamc.org/download/299120/data/diversitycertificateprogrambrochure.pdf>

tstcloud@aamc.org

jvaughan@aamc.org

**Association of American
Medical Colleges**

Leadership Education and
Development (LEAD)
Certificate Program

Designed for early to mid-career faculty, LEAD is a new two-year, cohort-based program that provides a firm foundation in leadership best practices and recognized theoretical models that are key to advancing as an educational leader within academic medicine. Delivered through a comprehensive mix of learning methods including in-person workshops, mentoring, coaching, independent learning, reflective practice, practical application, and engagement, LEAD provides opportunities for you to:

- Increase your knowledge, skills, and practical experience in educational leadership within academic medicine
- Explore differences between educational administration and educational leadership
- Develop a solid foundation based in the predominant theoretical frameworks of educational leadership
- Enhance your personal leadership style, and apply leadership concepts and principles at your institution

This program is designed primarily for early to mid-career faculty responsible for or aspiring to educational leadership in academic medicine.

<https://www.aamc.org/members/gea/lead/362340/lead.html>

schauv@lsuhsc.edu

britta.thompson@ouhsc.edu

**Association of American
Medical Colleges**

Mid-Career Women
Faculty Professional
Development Seminar

This three and a half-day seminar is primarily designed for women physicians and scientists holding medical school appointments at the associate professor level, and holding leadership positions within their discipline, department or institution. Women in the early stages of professional appointment are considered on an individual basis. Designed to provide mid-career faculty with the knowledge and skills required to continue advancing to leadership roles in academic medicine, this seminar covers a variety of leadership topics, and emphasizes the skills related to the effective formation and use of teams. Seminar faculty from schools throughout the United States and Canada have been chosen for their specialized knowledge in particular areas and demonstrated leadership capabilities. They offer valuable information, inspiring stories, and practical advice to support career advancement.

<https://www.aamc.org/members/leadership/catalog/323118/mid-careerwomenfacultyprofessionaldevelopmentseminar.html>

ecoakley@aamc.org

**Association of American
Medical Colleges**

Minority Faculty Career
Development Seminar

To develop academic medicine's leadership pipeline, this three-day seminar is designed for junior faculty who are

<https://www.aamc.org/members/leadership/catalog/323116/minorityfacultycareerdevelopmentseminar.html>

members of underrepresented racial and ethnic minority groups aspiring to leadership positions. Sessions will identify professional goals, develop key leadership competencies, and provide strategies to succeed as a minority faculty member.

lmjohnson@aamc.org.

Association of American Medical Colleges

Transformational Leadership for Leadership Teams

This program, offered as a pilot in 2012–13, provides onsite leadership development training to 30 top leaders at three academic medical centers. The course is offered in collaboration with Sunergos, LLC, a global transformational development consulting firm.

<https://www.aamc.org/members/leadership/catalog/323136/transformationalleadershipforleadershipteam.html>

Association of American Medical Colleges

Unconscious Bias Learning Lab for the Health Professions

What effect does bias have on medical education and patient care settings? How can we mitigate the unconscious biases that are impeding diversity initiatives at our institutions?

To explore these and other questions surrounding the impact of unconscious bias, the AAMC has partnered with Howard Ross of Cook Ross Inc., one of the nation's leading diversity training consultants and author of *ReInventing*

<https://www.aamc.org/initiatives/diversity/322996/lablearningonunconsciousbias.html>

jvaughan@aamc.org

Diversity to offer the Unconscious Bias Learning Lab for Health Professionals. Designed for academic medicine faculty and administrators and other professionals in health care and biomedical research, this 3-day evidence-based and highly-interactive training will provide participants with an understanding of unconscious bias and new skills for decision-making, team-building, intercultural communication, and increasing engagement.

Association of American Medical Colleges

E-Learning Seminar: What You Don't Know: The Science of Unconscious Bias and What To Do About it in the Search and Recruitment Process

There is overwhelming scientific evidence that unconscious bias may influence the evaluation and selection of candidates from entry-level to leadership positions in all types of organizations, including medical schools and teaching hospitals. This presentation, created for academic medicine audiences, is designed to acquaint search committees and others with this research as one step toward mitigating the effects of unconscious bias.

https://www.aamc.org/members/leadership/catalog/178420/unconscious_bias.html

Drexel University College of Medicine

Hedwig van Ameringen Executive Leadership in Academic Medicine Program for women (ELAM)

Focuses on preparing women faculty at AHCs for senior leadership positions

Senior Women Faculty

215-991-8240

www.drexelmed.edu/elam
ELAM@drexelmed.edu

Harvard Graduate School of Education

Management Development Program

Provides innovative and practical ideas about critical management issues

Mid-Level professionals

800-545-1849

<http://www.gse.harvard.edu/ppe/programs/higher-education/portfolio/management-development.html>

hihe@gse.harvard.edu

Harvard Kennedy School of Government

Leadership for the 21st Century: Chaos, Conflict and Courage

Introduces a set of conceptual frameworks and a unique teaching method designed to challenge your fundamental assumptions about how you can courageously and effectively exercise leadership and authority during hard times.

Senior executives in government, business, and non-profit organizations who wish to understand better the personal aspects of leadership and to improve their capacity to lead

617-496-0484

<https://exed.hks.harvard.edu/programs/121/overview.aspx>

Harvard School of Public Health – Center for Continuing Professional Education

Leadership Development for Physicians

Two weeks of intensive and systematic study of some of the critical leadership and management issues which face physicians in administrative positions and academic health centers.

The Program is designed for physicians (who are not chairs of clinical departments) in administrative positions in academic health centers. Potential participants include individuals in positions such as: chief of a clinical division within a clinical department; vice chair of a clinical department; medical director; associate dean for clinical affairs; etc. Participants will be selected with a view to ensuring an appropriate mix and balance in the class.

617-432-2100

<https://ccpe.sph.harvard.edu/programs.cfm?CSID=LDP0000&pg=cluster&CLID=1>

| | | | | | |
|---|--|--|---|--------------|---|
| Harvard School of Public Health – Center for Continuing Professional Education | Leadership Strategies for Evolving Health Care Executives | This program, with its focus on health management systems, provides skill building in the critical areas of leadership and management development. Taught in an interactive classroom setting, the curriculum is specifically designed to bridge the gap between health care skills and the leadership skills essential for achieving individual and organizational objectives. | Participants in this dynamic program are health care executives who wish to adapt their knowledge and skills to the constantly changing field, including: CEO, COO, CIO, President, Medical Director, Nurse Executive, Department Chair/Chief, Director, Manager, and Group Practice Administrators. This program will help you develop leadership skills and strategies so that you can continue to play a key role in the future of the health care system. | 617-432-2100 | https://ccpe.sph.harvard.edu/programs.cfm?CSID=LD P1010&pg=cluster&CLID=1 |
| Harvard School of Public Health – Center for Continuing Professional Education | Leadership Strategies for Information Technology in Health Care: A Certificate Program | The ability to design, develop, and deliver IT projects, strategy, and initiatives using proven tools and techniques is paramount to having a positive impact on the organization's mission and, ultimately, margin. The modules in this series are designed specifically for senior level professionals and executives, with technology responsibilities from various avenues of the health care industry, seeking to build IT knowledge. | Senior level professionals and executives with technology responsibilities from various avenues of the health care industry including CEO, CIO, COO, CMIO, CCIO, CMO, CNO, CTO, CFO, IT and Medical Directors, IT Project Manager, Physician Department Chair, and Chief / Director of Strategy Development. | 617-432-2100 | https://ccpe.sph.harvard.edu/programs.cfm?CSID=TE CH0111&pg=cluster&CLID=1 |
| Harvard School of Public Health – Center for Continuing Professional Education | Program for Chiefs of Clinical Services | An intensive two-week executive leadership development program designed specifically for chairs of clinical | The Program is designed for chairs of major clinical departments in teaching hospitals, whose responsibilities require | 617-432-2100 | https://ccpe.sph.harvard.edu/programs.cfm?CSID=PC CS0000&pg=cluster&CLID=1 |

departments in major teaching hospitals.

them to allocate resources, develop policies, and provide leadership. Potential participants include heads of departments of medicine, surgery, obstetrics-gynecology, pediatrics, family medicine, psychiatry, neurology, anesthesiology, pathology, and radiology. Chairs of other major departments with residency programs are also eligible.

Stanford Graduate School of Business

Stanford Executive Program

This grass-roots organization provides a forum for discussion of issues women face at the College of Medicine, and an opportunity to meet other women on the faculty. The group meets for lunch and presentations about four times a year.

Women faculty

650-724-2153

<http://www.gsb.stanford.edu/exed/sep/>

kscraig@stanford.edu

