



Mary Elizabeth Garrett Executive Leadership for Women Faculty: Cohort II

2020

Curriculum	Action Learning
<ol style="list-style-type: none"> 1) Strategic Planning-exposes participants to best practice techniques as well as critical aspects of JHM strategic plan 2) Executive Presence-focuses on helping women communicate with confidence in leadership settings (department meetings, executive forums, press interviews, etc.) 3) Finance of Academic and Clinical Operations-faculty orientated program focusing on business principles associated with academic research and healthcare financials 4) Negotiation-focuses on tactics, skills and practices for significant negotiations for yourself and department and strategic interests 5) Women in Leadership-focuses on navigating organizations and how to break down barriers for others to achieve leadership roles 6) Interviewing Best Practices for Leadership Roles-focuses on techniques for individual and panel interviews 7) Fundraising-best practices and techniques in securing philanthropic gifts for programs and departments 8) Sponsorship-focuses on leveraging sponsorship to advance your career and how to be an effective sponsor for others 9) Mindfulness Based Stress Reduction-introduces participants to the foundations of a mindfulness practice 	<p>Participants work with their sponsor to identify a opportunity facing their organization. The participant will then work on investigating the opportunity and proposing solutions to address it during the entirety of the program.</p> <p>Components of action learning:</p> <ul style="list-style-type: none"> ▪ Resolution is of high importance and feasible ▪ Individual has responsibility and empowered to analyze the problem and recommend action ▪ Opportunity for learning and reflection on learning is imbedded in the process and is viewed as a critical component of this work ▪ Skills and competencies learned via the curriculum portion will be incorporated into the project. ▪ Active participation of the participant sponsor at project initiation and throughout the project is critical <p>Participants will be asked to present their projects at a variety of forums including OWSIM events, departmental meetings, COW, Faculty Senate etc..</p>
<h3>360 Degree Feedback</h3>	<h3>Leadership Interactions</h3>
<ul style="list-style-type: none"> ▪ Each participant will have a 360 degree feedback with individual coaching to develop action plans. ▪ Pre and post assessments to assess progress 	<ul style="list-style-type: none"> ▪ Leadership panel discussions to initiate program ▪ 'Leader to Leader' sessions (cohort meets with leader from across the institution on curriculum and/or action learning days)



Eligibility:

SOM women faculty (Senior Associate-at that rank for a minimum of 4 years or Full Professor) who have a current leadership role in JHM or have had previous leadership training.

For more information contact: Dr. Barbara Fivush, Senior Associate Dean for Women in Science and Medicine
owism@jhmi.edu or 410-955-2467

Mary Elizabeth Garrett Program Cohort Dates for 2020

- Session 1:** January 22 (Kickoff of Program) (1 day)
- Session 2:** February 19 (Strategic Planning & Action Learning) (1 day)
- Session 3:** March 17-18 (Finance for Academic/Clinical Operations) (2 days)
- Session 4:** April 8 (Executive Presence) (1 day)
- Session 5:** May 13 (Action Learning) (1/2 day)
- Session 6:** June 10 (Negotiation) (1 day)
- Session 7:** July 8 (Women in Leadership) (1 day)
- Session 8:** August 12 (Action Learning) (1/2 day)
- Session 9:** September 9 (Interviewing Best Practices) (1 day)
- Session 10:** October 14 (Fundraising, Sponsorship and Mindfulness) (1 day)
- Session 11:** November 11 (Action Learning) (1/2 day)
- Session 12:** Action Learning Presentations and MEG Program Graduation