

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 and inspiring trust.
- 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/about-us/administrative-offices/faculty-development/leaders/lead

Now featuring shortened 3.0 hour sessions!

ELIGIBILITY:

Assistant Professors (must have completed three years in rank) and Associate Professors (less than four years in rank) are eligible. All are welcome to apply who are eligible. Underrepresented in medicine faculty are particularly encouraged to apply.

APPLICATION PROCESS:

The following materials must be submitted by **September 20, 2024 at 5:00 PM:**

- A completed online application
- CV in the new UT Southwestern P&T format

The LEAD Program will obtain a Nominee Evaluation from the Department Chair or Center Director.

Access to all required materials and complete details regarding the application process may be found at www.utsouthwestern.edu/about-us/administrative-offices/faculty-development/leaders/lead

COST:

The LEAD program is offered with time as the only cost to participants and no cost to their sponsors.

QUESTIONS?

For more information, please contact Faculty Development.

Email: facdev@utsouthwestern.edu

UT Southwestern
Medical Center



LEADERSHIP EMERGING IN ACADEMIC DEPARTMENTS

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

Accepting Applications for Class of 2025

UT Southwestern
Medical Center

Helen Yin, Ph.D., Associate Dean, Women's Careers

Jessica Moreland, M.D., Associate Dean, Faculty Development

Christina Ahn, Ph.D., Director, Faculty Development

Suzanne Farmer, Ph.D., Assistant Vice President, Organizational Development & Training, Human Resources



Introduction to Leadership & Capstone Overview

January 10, 2025, 1:00-4:00 PM

- Identify key leadership attributes
- Appraise your personal communication & leadership styles

Time Management & Delegation

February 7, 2025, 1:00-4:00 PM

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

Engaging Stakeholders, Executive Presence and Leadership Styles

March 7, 2025, 1:00-4:00 PM

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

Transformational Communication

April 4, 2025, 1:00-4:00 PM

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

Working as a Team

May 2, 2025, 12:30-4:00 PM

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

Virtual Capstone Presentations

May - June, 2024, Noon-1:00 PM

- Present Capstone Pitch to Chairs and Stakeholders

Negotiation

September 5, 2025, 1:00-4:00 PM

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

Capstone Poster Session

September 22, 2025, 3:30-5:00 PM

- Present Capstone Posters

Implicit Bias in Academic Medicine

October 3, 2025, 1:00-4:00 PM

- Describe the impact of unconscious bias and learn to reduce bias

Fireside Chat: Strategic Planning & Vision

TBD: November 2025, 1:00-3:00 PM

- Develop insight into leadership's vision for academic and clinical transformation

Graduation

TBD: November 2025, 3:00-4:00 PM

- Celebrate your completion of the program