

# Advanced Leadership Program:

## *A Masterclass for Experienced Associate Deans and Department Chairs*

### ARE YOU LOOKING FOR NEW WAYS TO DRIVE CHANGE WITHIN YOUR INSTITUTION?

The AAMC Advanced Leadership Program is uniquely curated for experienced associate deans and department chairs who are seeking solutions to their most complex organizational challenges. This two-and-a-half-day masterclass focuses on the impact that culture, strategic decision-making, and influence can have on change at your organization. As a participant, you will leverage the expertise of world-class business leaders and esteemed leaders in academic medicine and science to enhance your leadership abilities through a combination of skill enrichment, action-planning sessions, the practical application of concepts, and facilitated peer collaboration.



#### DAY ONE

### LEADING CULTURE

Institutions with well-defined, inclusive cultures tend to have more engaged and productive faculty and staff. As an experienced associate dean or department chair, how do you ensure cultural alignment within your department or unit and make certain that others recognize the importance of culture in advancing your institution's goals?



Barry Dornfeld, PhD



Carolyn Meltzer, MD, FACR

**Barry Dornfeld, PhD**, an expert on organizational culture, in collaboration with **Carolyn Meltzer, MD, FACR**, will help you identify what drives your institution's culture, provide you with real-time strategies to resolve any misalignment that exists, and determine ways to create a more inclusive culture to advance your organization's goals.

## DAY TWO

### MANAGING CHANGE/STRATEGIC DECISION-MAKING

As the world of academic medicine and science continues to evolve and become more complex, the ability to make critical decisions in times of change and uncertainty is paramount. As an organizational leader, are you considering how your decisions may impact not only the future of your department but the institution as a whole? How do you build consensus around a decision's desired outcome that in turn motivates others to change?



Kathy Pearson, PhD



Tika Benveniste, PhD

**Kathy Pearson, PhD**, a strategist, systems thinking expert, and authority in decision-making, will partner with **Tika Benveniste, PhD**, to provide you with strategies and solutions to address many of the common decision-making and change management challenges experienced in academic medicine and science. During day two, you will strengthen your ability to apply a systems thinking approach to decision-making, identify the need for and desired outcome of change initiatives, and understand how to create conditions in which others are motivated to change.

## DAY THREE

### INFLUENCING OTHERS

Influencing others is a vital characteristic necessary to drive change. However, barriers to influence such as strained relationships with colleagues, differing communication styles, a perceived lack of credibility, and competing interests can impair your ability to advance progress within your institution.



Mario Moussa, PhD, MBA



John Tomkowiak, MD

**Mario Moussa, PhD, MBA**, author of *The Art of Woo*, along with **John Tomkowiak, MD**, will help you identify and implement relationship-based persuasion strategies to overcome these barriers to influence. In this module, you will learn actionable techniques to ensure your ideas are heard by personnel at all levels of your organization.

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For more information, visit [aamc.org/leadershipmasterclass](https://aamc.org/leadershipmasterclass).

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