



Program Vision

To promote a working and learning culture in the Faculty of Medicine by providing academic and clinical faculty an opportunity to build on current skills that will prepare them for future leadership roles.

Who should attend?

The FELP is intended for faculty members who are seeking opportunity for personal and professional growth. It is for faculty members who are considering taking on leadership roles or wish to develop and enhance their individual leadership skills and mindset.

Commitment

In order to obtain the utmost benefit and learning from this program, participants are encouraged to actively engage in all the virtual sessions and complete the pre-work assigned. Participants will be encouraged to identify a mentor who is willing to support the learning and development of leadership skills throughout and after the program.

Benefits of the FELP

- Support succession planning, create opportunities for career growth, strengthen leadership capabilities.
- Enhance equity, diversity, inclusion and wellbeing through practice of collaborative leadership.
- Connect with a diverse cohort of other emerging leaders within the Faculty of Medicine and leverage different perspectives and experiences.

FACULTY EMERGING LEADERS PROGRAM (FELP)

MODULE 1 – DISCOVERING SELF AS LEADER

Desired outcome: You are able to better evaluate who you are as an individual/leader and how your values interact with the work you do and the people you lead.

September 2021

| Time | Session |
|--|--|
| Pre-work online 57 m | Developing Self Awareness |
| September 15, 2021 11:15 am to 1:30 pm (virtual) | 1) Virtual Program kick-off: Meet and Greet 2) Barrett Values Exercise: Identify core values and understand how to utilize them as you lead and manage. |
| Optional online 1hr | Developing Your Emotional Intelligence |

MODULE 2 – UNDOING INEQUITIES THROUGH LEADERSHIP

Desired outcome: Gain a better understanding of what it means to be a leader at this moment in time. Become aware of barriers to belonging and thriving for underrepresented groups. Build interpersonal skills for supporting individuals and identify leverage points for shifting systems to support individuals from underrepresented groups.

October 2021

| Time | Session |
|---|--|
| Pre-work online 1hr | Inclusive Leadership |
| October 19, 2021 3:30 pm to 5:30 pm (virtual) | Explore how EDI impacts the workplace, team building, and employee needs. Building a welcoming and inclusive working and learning environment. |
| Optional online 53 m | Skills for Inclusive Conversations |

MODULE 3 – SUPPORTING WELL-BEING THROUGH LEADERSHIP

Desired outcome: Learn about, reflect on, and gain an understanding of core concepts and best practices that support mental health and resilience in the workplace (psychologically healthy and safe workplaces; individual and team resilience; and mental health literacy).

November 2021

| Time | Session |
|---|---|
| Pre-work online 30 m | Wellbeing in the Workplace |
| November 16, 2021 11:00 am to 1:00 pm (virtual) | Leading Well in Academic Settings: Supporting Mental Health and Resilience in the Workplace |
| Optional Online 1hr | Leading with Emotional Intelligence |
| Optional Online 36m | Cultivating Mental Agility |

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MODULE 4 – CONFLICT ENGAGEMENT

Desired outcome: Recognize different perspectives of conflict and apply communication skills for effectively engaging in difficult conversations and positively navigating through conflict.

December 2021

| Time | Session |
|--|--|
| Pre-work online 1hr | Having Difficult Conversations |
| December 3, 2021 11:30 am to 1:30 pm (virtual) | Conflict Engagement: Discover insightful strategies to help invite, hold space for and reframe conflict, while also opening up the potential for new paths of productive action. |
| Optional Online 51m | Conflict Resolution Foundations |
| Optional Online 37m | Communicating with Empathy |

MODULE 5 – NAVIGATING THE COMPLEXITY OF ACADEMIC MEDICINE

Desired outcome: Make connections and links with Faculty of Medicine leadership and other faculty members. Opportunity to learn from others and hear the stories from those have moved into leadership roles.

January 2022

| Time | Session |
|--|---|
| January 21, 2022 4:00 pm to 5:30 pm | Wrap-Up and Reception Panel Conversation Q&A |