

Women in Surgery Leadership Conference 2018 Visual Abstracts

Visual Abstracts by Chelsea Harris, MD

He For She Tips



Provide an open invitation:
you can't accept just one type of woman



Be thoughtful about letters of recommendation:
how do you describe people?



Call everyone doctor:
we have earned the title,
and it helps establish women as leaders



Check in on your bias: what do you mean by 'good fit'?



Quell sexist conversation: there is no place in modern society



Do not assume lack of assertiveness is lack of competence

Meredith Barrett, MD

 Visual abstract by @CAHarrisMD



Michigan Women's Surgical Collaborative
Leading from your best self

Implementing Brief Sponsorship to Widen Your Impact

Nominations



The easiest thing: how can you elevate, how can you attribute authority?

Defer Questions



If someone orients to you, simply be quiet and allow someone else to speak to diversify voices

Handing Off



If you get invited to give a talk, you *can* simply say no: suggesting someone new is better

No Manels



Just don't do it: Make a public commitment: do not speak on homogenous panels

Jack Iwashyna, MD, PhD

 Visual abstract by @CAHarrisMD

 MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
 **HeForShe Track**

Mentorship and Sponsorship: Panel Discussion

It is very difficult to get everything you need from one person. Expand your network. It is okay to look outside your field.

If the bonding activity, structurally excludes people, pick a new activity

Are there risks to men mentoring women?
Potentially, but you are in control of your own behavior

If you find yourself on a panel, call it out. Acknowledge the error

If you want to lead, there is more risk in mentoring people who only look like you

- Mentors can be sponsors, but be selective
- Courage means taking risks and this extends to mentee selection
- Equity is not equality: but you need to ensure equitable alternatives for all your mentees & avoid assumptions

Moderators: Lesly Dossett, MD, MPH & Tom Wakefield, MD

 Visual abstract by @CAHarrisMD

Creating a Culture of Amplifying and Speaking Out

Why are public men not been recognized as strong allies for women?



We [men] have chosen not to expend social capital on this issue

Be a Champion for Equity
Pay attention to how:
leadership is granted

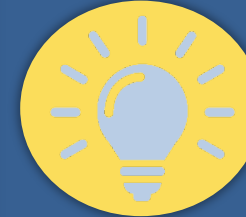


Voices are heard

Representation is achieved



If I choose not to acknowledge the problem: I am the problem



We need humility: go to forums and learn



Exclusion does not legitimize you as a male leader



Partnering without collaboration risks undermining initiative

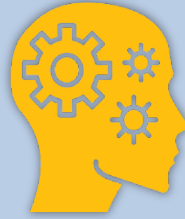
Chris Sonnenday, MD

 Visual abstract by @CAHarrisMD



Interactive Case Studies in #HeForShe Competencies

“We have to be able to have hard conversations and engage rather than shut down. Get comfortable with being uncomfortable”



Resistance to Culture Change comes from Fear, Habit, and Ignorance



Humility isn't devaluing yourself, but taking yourself out of the equation



Is your immediate response a question mark or a period? Move to curiosity

Joceline Vu, MD, MS & Calista Harbaugh, MD, MS

 Visual abstract by @CAHarrisMD



#HeForShe: Strategies for Everyday Practice



David Brown, MD

 Visual abstract by @CAHarrisMD



The Art of Negotiation: Panel Session

If you're working at a place that you think is out to get you, you're at the wrong place

Be honest with yourself about how you feel, and why, then take action

Your behavior during a negotiation signals how you will behave in the position

If you arrive and don't get something that was promised, lean on the relationship

You have to prioritize your list of deliverables to align with the institution's

- There is no way you can get everything on paper
- You have to have patience in these roles
- Collect Data: Ask your friends, new hires, professional organizations
- An agreement is not a contract: know the difference

Julie Ann Sosa, MD, MA; Barbara Bass, MD, Mary Hawn, MD, MPH

 Visual abstract by @CAHarrisMD

 MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Keynote: #MeToo: Navigating Sexual Harassment, Power Differentials and Gender Inequality in Academic Medicine

“This is not about fixing the women, this is about making change at the institutional level. But, we need to *ask* the institution to change”

Blinding is an effective way to reduce implicit bias



Partnered Women: 8.5 hrs/week more on domestic tasks than men

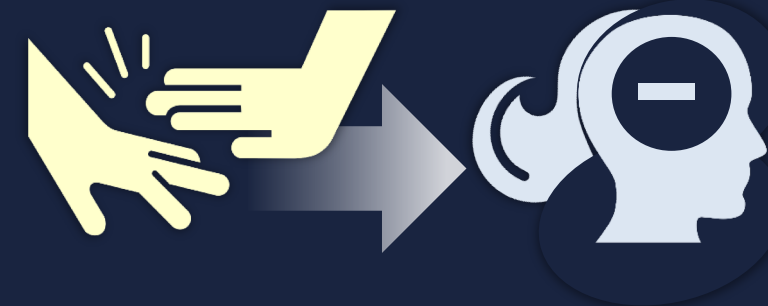


\$12,000/year gender difference in compensation



Teach the pipeline to negotiate

Gender-based harassment directly impacts perceived competence



Reshma Jagsi, MD, PhD

 Visual abstract by @CAHarrisMD

 MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Negotiating for Your Second Job

“If you fail to prioritize your personal and professional goals at the outset, you will doom the prospect of a mutually beneficial recruitment”



Always negotiate for the long game: negotiate to re-negotiate



Don't wait too long: when you have lost the passion, people can tell



Relational account techniques: ask for what you want, but signal community



Look around: have other women succeeded in this environment?

Julie Ann Sosa, MD, MA

 Visual abstract by @CAHarrisMD

 **MICHIGAN MEDICINE**
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Negotiating for your Project/Program's Success



Is your counterpart committed to your goal?



Know your alternatives: reservation price



Map out your strategy and rank issue importance



Approach as a package rather than individual items



Goal: learn about the relative value of the item to your partner



Know words to avoid when negotiating "no", "sorry" "later"

Mary Hawn, MD, PhD

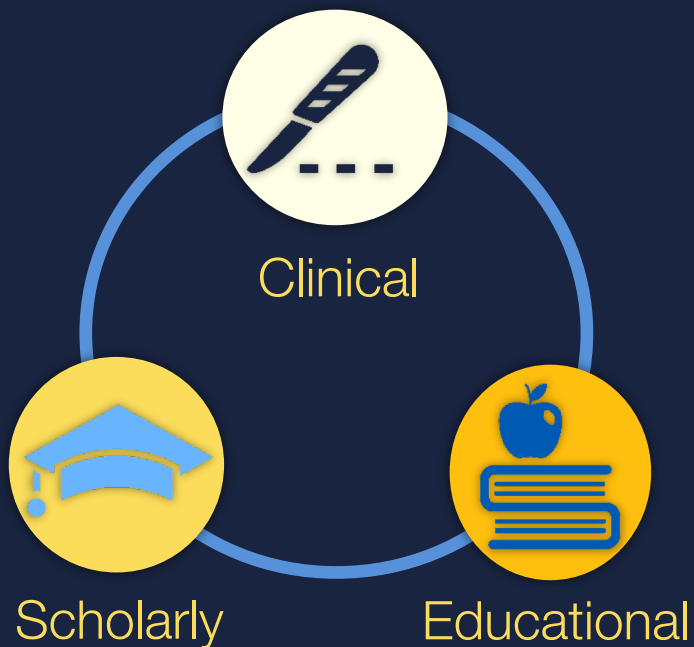
 Visual abstract by @CAHarrisMD



Michigan Women's Surgical Collaborative
Leading from your best self

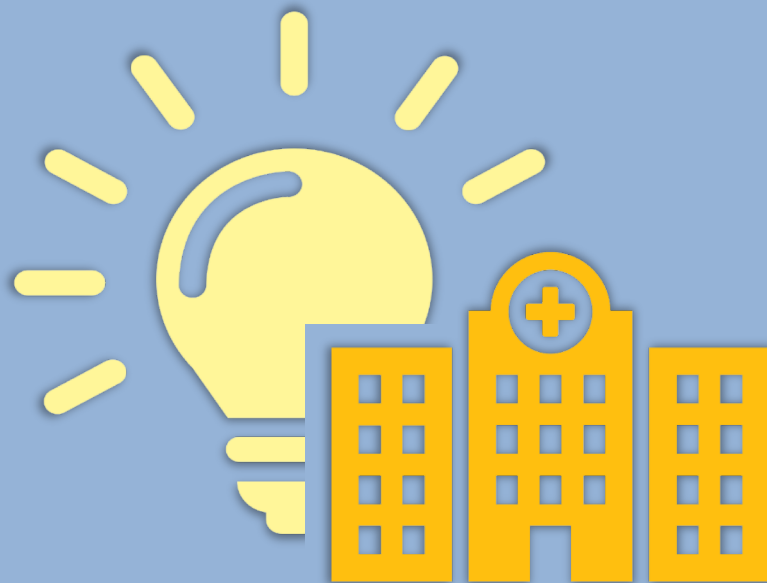
Negotiating Your Advancement

Prepare for Advancement



Record your accomplishments

In Situ Advancement: what are my opportunities at this place?



Use creativity to invent opportunity



Advancement intrinsically recognizes your skills, expertise & development



Advancement allows our influence to be broader



Advancement brings a resuscitative jolt: new challenges & opportunity



Watch your peers to get a sense of timing

Barbara Bass, MD

Visual abstract by @CAHarrisMD



Michigan Women's Surgical Collaborative
Leading from your best self

Panel Session: Building Your Best Self (Part 1)

Slow down, listen to everyone, but then understand
It is not meant to be clear:

When making new connections, get someone with established relationship to email on your behalf

The best thing about failing is it opens the door to something else

It only takes a few encounters to make an impact with junior mentee

When making new connections, get someone with established relationship to email on your behalf

- It's about the prep: Send CV's or agenda ahead of time
- To fail better you need the feedback: get why
- If you're having a tough conversation, you need to be definitive

Julie Ann Sosa, MD, MA; Julie Freischlag, MD, Sandra Wong, MS, MS

 Visual abstract by @CAHarrisMD

 MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Setting the Stage: Neuroscience of Leadership

Potential Triggers



Certainty: poor planning, surprises new teams



Status: your position relative to others



Autonomy: ability to control own destiny

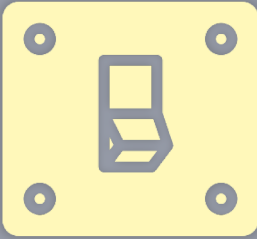


Relatedness: ability to be in connection with others



Fairness: ensuring equitable access and experience

We are wired for self-protection



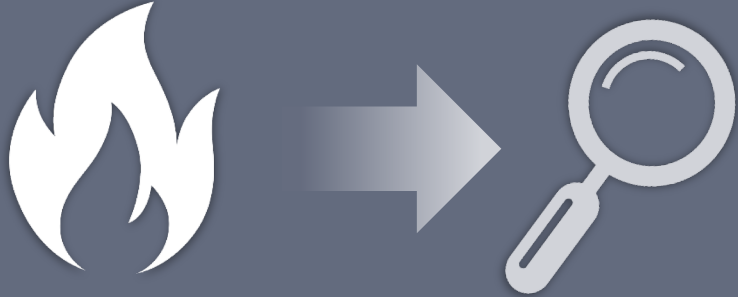
Being at your best means knowing your triggers

To really be intentional you need to be authentic



anchor in your experience, lead with strengths

Shift from furious to curious



Switch to 'how interesting'

Avoid Amygdala Hijacking



Pause and engage higher-level thinking

Janet Dombrowski, BSN, MHSA

Visual abstract by @CAHarrisMD



Michigan Women's Surgical Collaborative
Leading from your best self

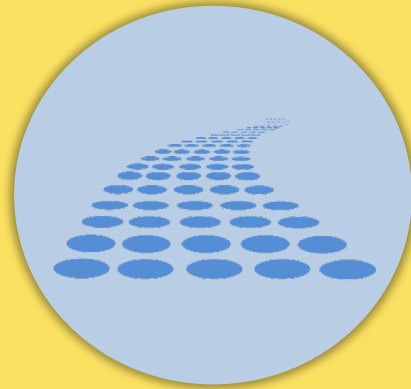
Finding Your People (Mentorship & Sponsorships)

Sponsorship



Sponsorship has a bit of a hierarchical feel to it, but we can all do it and pay it forward

Collaborative



Great mentors are about getting **you** to where **you** want to be, not where they want you to go

Generosity



Need people who are generous with their time, their resources and most of all their spirit

Expectations



No spoon feeding, you have to deliver on your promise and consider legacy effect

Sandra Wong, MD, MS

 Visual abstract by @CAHarrisMD

 **MICHIGAN MEDICINE**
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Finding Your Purpose (Goals)

Three reasons to take a job



Who is my boss?



What am I learning?



What is my impact?

Understand who has the money



It is powerful to have the academic piece to sit with the business piece

These jobs come with tough decisions



You can't change the world from below, you need to be in charge

Julie Freischlag, MD

 Visual abstract by @CAHarrisMD



Michigan Women's Surgical Collaborative
Leading from your best self

Putting it on Paper (How to Best Present Yourself)

How do you set yourself apart from all the others?

CV documents your pilgrimage to today: it is you on paper

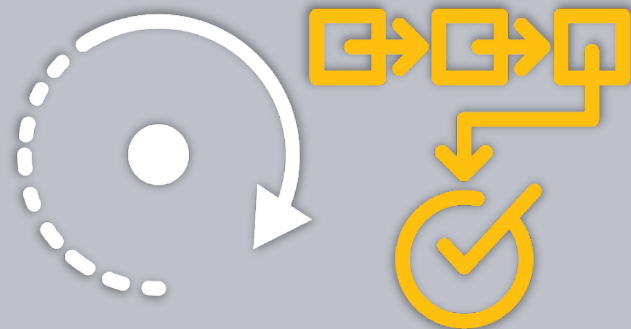


Follow the rules: know what the institution wants

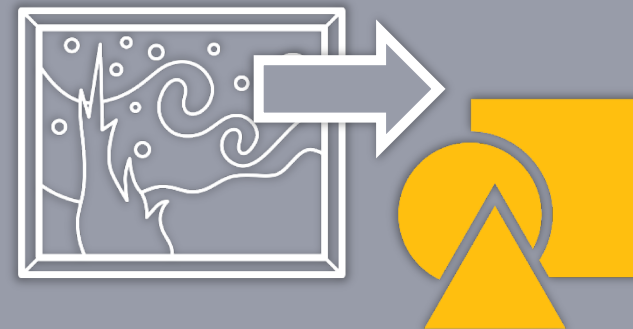


Be Content with your Content: Your CV opens the door

Be Consistent, Simple



Say No to Van Gogh



Julie Ann Sosa, MD, MA

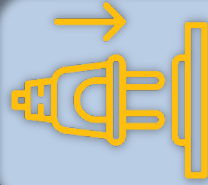
 Visual abstract by @CAHarrisMD

 MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Developing Your Elevator Pitch

“It is not so much the words themselves, but the manner or passion with which you convey your message, and how you establish follow-up”



Goal of a pitch is to establish a connection: tone is key



Convey memorable information: depends on whom you're pitching



Make a positive impression: people will review future work with this in mind



Advance your cause: this is an opportunity to spread your talents

Barbara Bass, MD

 Visual abstract by @CAHarrisMD

 **MICHIGAN MEDICINE**
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self

Public Speaking

Three types of public speaking:



Colleagues in hospital



Grand Rounds



Virtual (media)

Understand your Audience



Don't distract from your message



Check your body language



If you don't know your audience, you will miscommunicate

Know what your Message is



Prepare: practice, know the set-up, arrive on top



Get attention immediately: have a grabber



Control your filler language: no ums, ahs



Speak with intent: 3-5 points you that want your audience to do differently

Andrea Hayes-Jordan, MD

 Visual abstract by @CAHarrisMD



MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative

Leading from your best self

Leading and Participating in Meetings



Review all the materials: if you have done your homework you can drive the agenda



Know what the meeting is about and have clarity about what you hope to achieve

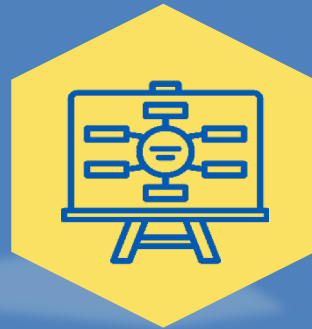


Know the room: who is an ally, who may be a challenge? And choose your words carefully

Participating in Meetings



Make sure it is valuable: if it can be done another way, don't have a meeting



Structure the meeting: disseminate information in advance, set ground rules, control discussion



Have a check in and constantly reground people on the purpose of the meeting

Leading Meetings

Rebecca Minter, MD

 Visual abstract by @CAHarrisMD



Michigan Women's Surgical Collaborative
Leading from your best self

Panel Session: Building Your Best Self (Part 2)

Slow down, listen to everyone, but then understand: It is not mean to be clear

If you don't hear back immediately, follow-up: people are busy not necessarily disinterested

The best thing about failing is it opens the door to something else

It only takes a few encounters to make an impact with junior mentee

When making new connections, get someone with established relationship to email on your behalf

- It's about the prep: Send CV's or agenda ahead of time
- To fail better you need the feedback: get why
- If you're having a tough conversation, you need to be definitive

Julie Ann Sosa, MD, MA; Julie Freischlag, MD, Sandra Wong, MS, MS

 Visual abstract by @CAHarrisMD

 MICHIGAN MEDICINE
UNIVERSITY OF MICHIGAN

Michigan Women's Surgical Collaborative
Leading from your best self