

AMSPDC PEDIATRIC LEADERSHIP DEVELOPMENT PROGRAM PROPOSAL

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AMSPDC

Association of Medical School
Pediatric Department Chairs, Inc.

Proposal for Succession Planning

- ❑ **AMSPDC to develop a new Pediatric Leadership Program**
- ❑ *The growth and development of people is the highest calling of leadership*
 - **Harvey S. Firestone**

Anticipated Beneficiaries of Program?

- ❑ **Associate Chairs**
- ❑ **Division Chiefs**
- ❑ **Research Directors**
- ❑ **Residency Program Directors**
- ❑ **Clerkship Directors**
- ❑ **Interim Chairs**
- ❑ **Others displaying talent for leadership**

Population to Target?

- ❑ **Open to everyone who is eligible**
- ❑ **Especially encourage persons who are under-represented minorities in pediatric leadership including**
 - **Women**
 - **Visible minorities**

Why do we need a AMSPDC Pediatric Leadership Development Program?

- ❑ There are specific leadership issues unique to pediatrics,
 - e.g. advocacy, Medicaid reimbursement, interactions with Children's Hospital Administrators not adequately addressed by existing leadership programs
- ❑ Opportunity for participants to be mentored and network with established pediatric chairs and leadership minded peers
- ❑ Create succession pipeline for senior colleagues

Why do we need a AMSPDC Pediatric Leadership Development Program?

- ❑ Branding of AMSPDC as organization interested in leadership development from own ranks
- ❑ PSDP experience that pediatric targeted program can have impact nationally
- ❑ Family Medicine and Community Medicine both have successful leadership development programs that have become important pipelines for their leadership.

Potential Structure

- **2 components**
- **A. 3- 5 day meeting with content experts from member departments and affiliated University and Hospital personnel possibly including**
 - **Current / Past Chairs**
 - **Business managers / Financial Managers**
 - **Deans**
 - **Hospital CEO**
 - **HR directors**

Examples of Potential Topics

- ❑ **Budgeting**
- ❑ **Leadership related topics**
- ❑ **Joint strategic planning**
- ❑ **Effective partnering with Children's Hospitals**
- ❑ **Negotiations**
- ❑ **Strategic Communication Skills**
- ❑ **Building and enhancing teams**
- ❑ **Development and Fundraising**
- ❑ **Building research capacity**
- ❑ **Effective recruitment and retention strategies**

Potential Structure

- **B. Year long mentorship arrangement and “home campus” assignments**
 - **Possibly integrate / model on current AMSPDC mentorship program.**

Participant size

- ❑ **Subject to level of interest**
- ❑ **Ideally 20-30 / year**

Covering Costs?

- ❑ **Combination of participant, department, colleges**
- ❑ **Establish AMSPDC endowment / educational fund from members and member departments to**
 - **cover some costs of program**
 - **pay for some scholarships for individuals / departments who are unable to afford costs**

Timing of Program?

- **Every two years**
- **Likely separate from AMSPDC Annual Meeting**
- **Choose times that will not conflict with other meetings**
 - **(likely summer or winter to keep costs low)**

Potential Partners

- **AAMC**
- **ELAM**
- **AAP**

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- *One measure of leadership is the caliber of people who choose to follow you*
 - **Dennis A Peer**

Feedback?
