

# Excellence in Clinical Endocrinology and Leadership (ExCEL)

## Program: March 9-11, 2023

Thursday, March 9, 2023	
Time	Workshop Session
1:00 – 1:45 PM	<p><b>Registration and Welcome</b></p> <p>Introduction, welcome, activity: Participants (fellows, faculty, and staff) will participate in an introductory ice-breaker activity. An overview of the program components (workshop, mentoring network, and internship) will be covered during this session.</p> <p><b>Rocio Pereira, MD</b></p>
1:45 – 3:00 PM	<p><b>Clinical Careers in Endocrinology – Finding Your Path</b></p> <p>A panel of experts will provide their personal journeys, traditional or otherwise, to working in clinical settings, including private practice, hospitals, industry, and more.</p> <p><b>Rocio Pereira, MD; Puneet Arora, MD; Barbara Onumah, MD; J. Carl Pallais, MD</b></p>
3:00 – 4:15 PM	<p><b>The Business of Healthcare</b></p> <p>Attendees will gain understanding of the business dynamics in the delivery of care, including the role physicians can play in negotiating a contract, financial planning, telemedicine and patient experience, and documentation.</p> <p><b>Barbara Onumah</b></p>
4:30 – 5:45 PM	<p><b>Advancing Equity, Diversity, and Inclusion in Leadership</b></p> <p>Presentation and discussion on systemic issues faced by underrepresented minority physicians such as implicit bias and systemic racism while teaching solutions to help overcome micro-aggressions and other types of difficult situations.</p> <p><b>Alicia Diaz-Thomas</b></p>
6:00 – 8:00 PM	<p><b>Dinner</b></p> <p>A speaker will present as participants having dinner.</p> <p><b>Dr. Yanira Pagan</b></p>

Friday, March 10, 2023	
7:30 AM – 8:00 AM	<p><b>Networking Breakfast</b></p> <p>Faculty to sit at tables with attendees but no formal questions/programming</p>
8:00 – 10:00 AM	<p><b>Exemplary Leadership Practices</b></p> <p>RIHEL will administer the <i>Leadership Practices Inventory (LPI): Self</i> to assist the participants to identify their current leadership behavioral strengths and development opportunities. The <i>LPI: Self</i> measures the frequency with which participants self-identify that they exhibit the <i>Five Practices of Exemplary Leadership</i>. Behaviors which are exhibited with high frequency are a person's strengths. Strengths are important to uncover for goal setting because our strengths can become our crutches, and leaders need to be able to use a variety of practices (tools) in order to elicit the best results from their teams. Behaviors that are not exhibited with much frequency are potential areas for growth.</p> <p><b>Leanne Jeffers</b></p>

10:15 – 12:15 PM	<p><b>Endocrine Leaders in Practice – Influence Styles</b></p> <p>This workshop will explore the value and most effective use of each of five influence styles, and, through the Influence Style Indicator (ISI), identifies the influence style that we use most instinctively.</p> <p>For this session, following leadership sessions are suggested:</p> <ul style="list-style-type: none"> <li>• Leadership success and development around change management.</li> <li>• Focus on individual leadership skills for new professionals</li> <li>• Conflict resolution</li> <li>• Difficult conversations</li> <li>• Individual development plan</li> <li>• Public speaking/Communication</li> <li>• STAR interview format</li> </ul> <p><b>Leanne Jeffers</b></p>
12:15 – 1:30 PM	<p><b>Networking Lunch</b></p> <p>Faculty to sit at tables with attendees. Group teambuilding assignment, report out at the end of lunch.</p>
1:30- 2:30 PM	<p><b>Endocrine Leaders in Practice – Emotional Intelligence</b></p> <p>Attendees will learn strategies to navigate the challenges of health care stemming from working in a highly complex, emotionally demanding environment, including how to use EI to be a better leader, build strong relationships and create positive interactions between clinicians, patients and health care administrators, improve the culture of organizations, and bring about effective change.</p> <p><b>Leanne Jeffers</b></p>
2:45 – 4:45 PM	<p><b>Goal Setting and Planning</b></p> <p>Attendees will gain strategies and hands-on experience developing SMART-AAA goals, using a tool that will help set a path for increased productivity and satisfaction with accomplishments.</p> <p><b>Leanne Jeffers</b></p>
6:00 – 8:00 PM	<p><b>Dinner with Faculty and Fellows</b></p> <p>Speaker Barbara Onumah will talk on business</p>

<b>Saturday, March 11, 2023</b>	
<b>DAY 3</b>	<b>Networking Breakfast</b>
7:30 AM – 8: 00 AM	Participants will meet and share breakfast with faculty and staff.
8:00 – 8:15 AM	<p><b>Levels of Influence- the Socio-ecological Model</b></p> <p>Introduction to the Socio-ecological Model framework describing how interactions at different levels (individual, group, community, societal) impact health.</p> <p><b>Rocio Pereira, MD</b></p>
8:15 – 9:30 AM	<p><b>Endocrine Leaders in Practice – Teams</b></p> <p>Discussion on ways to work effectively in clinical teams- types of teams (stable vs shift-based; formal vs ad hoc), potential pitfalls (hierarchy, miscommunications, time-constraints); teaming strategies.</p> <p><b>Alyson Myers, MD</b></p>
9:30 AM – 10:45 AM	<p><b>Endocrine Leaders in Practice – Communities</b></p> <p>Presentation on existing health disparities, the impact of social determinants of health on different populations, strategies on how to build community partnerships and/or influence policy to advance health equity.</p> <p><b>Rocio Pereira, MD</b></p>

10:45 – 11:00 AM	<b>Networking Break</b>
11:00 AM – 12:00 PM	<b>Endocrine Leaders in Practice – Systems</b> Making change to influence and impact institutional/organizational policies and practices. <b>J. Carl Pallais, MD</b>
12:00 – 1:15 PM	<b>Networking Lunch</b> Faculty to sit at tables with attendees but no formal questions/programming
1:15 – 2:00 PM	<b>Endocrine Leaders in Practice – Priorities</b> Discussion using predeveloped set of questions to provide insight into balancing competing priorities. How to become an effective, well-rounded leader while avoiding burnout. <b>Alicia Diaz-Thomas</b>
2:00 PM	<b>Closing and Evaluation</b>