



EMPOWERED: Leadership Strategies for Flourishing in Academic Medicine

Alliance of Independent Academic Medical Centers
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Disclosures

Speakers:

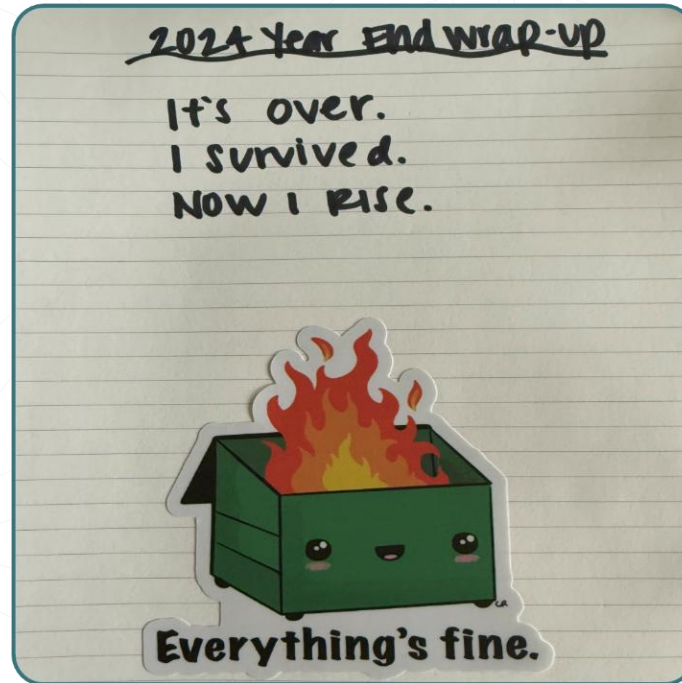
Caroline Diez and Diana Singer

None of the speakers for this educational activity have relevant financial relationship(s) to disclose.

Objectives

- **Understand the core principles of flourishing in healthcare**
- **Identify strategies to promote personal and professional growth**
- **Examine the role of institutional culture in supporting flourishing**

Introductions



Let's Plant Some Seeds...

- **In Five Minutes**
- **Name, Role, and Hospital/Institution**
- **In One Sentence:
What does flourishing in healthcare mean to you?**



Headwinds in Healthcare 2025



insurance
leadership disease
fatigue privacy
gaps value
public
technology
schedules
negotiation
management
meetings
access
patients
crisis conflict AI time adoption expectations
workforce equity staffing reimbursement
retention gaps health shortages
pressures burnout integration

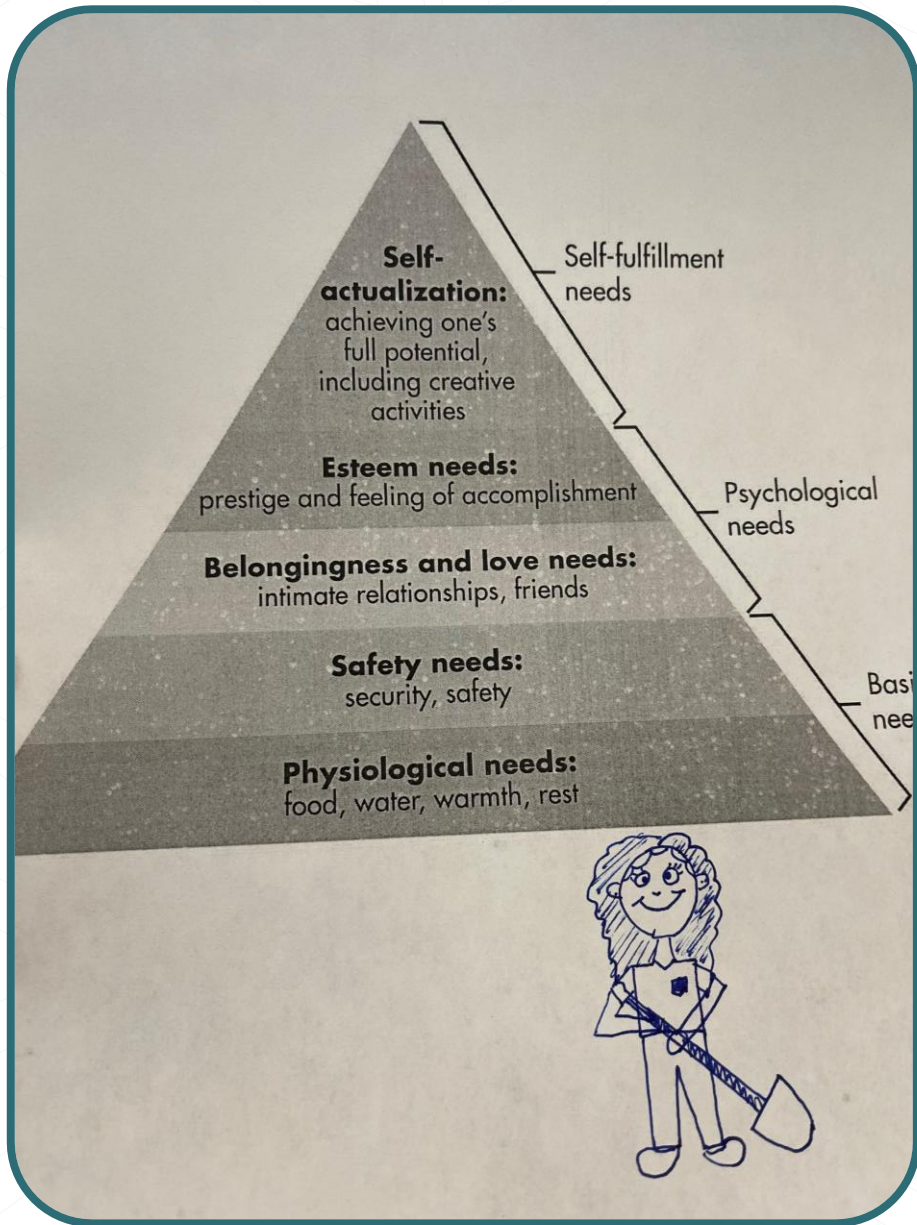
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safety
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trust
patients
crisis
workforce
retention
pressures

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AI
time
adoption
expectations
equity
staffing
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HEADWINDS

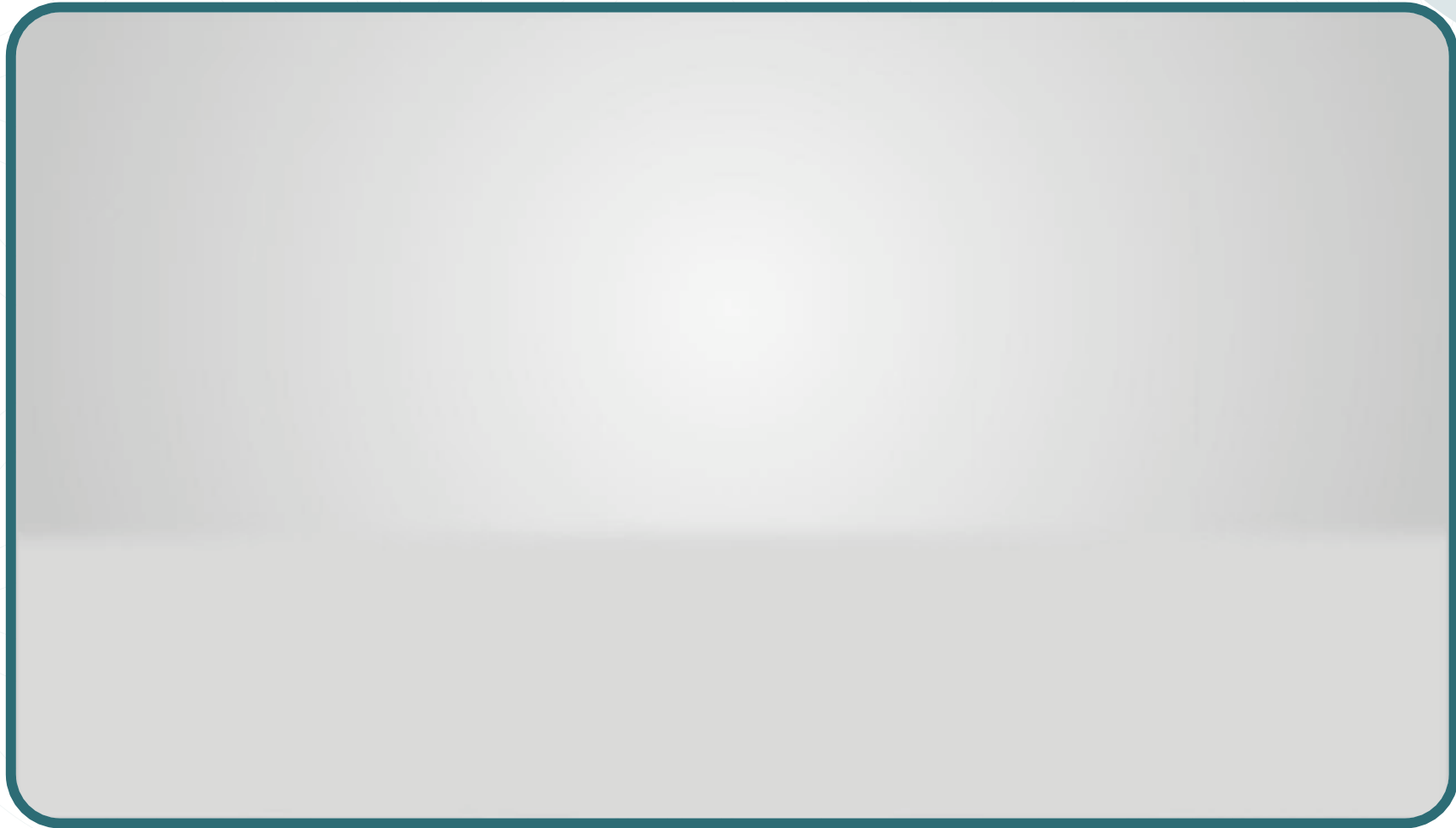




What is Flourishing?

- Flourishing in Healthcare refers to a state in which healthcare professionals, teams, and organization experience sustained **well-being, engagement, and purpose**
- It encompasses **professional fulfillment, resilience, meaningful work, and the ability to contribute effectively** to patient care and medical advancements
- Flourishing is achieved through a combination of **personal well-being, supportive work environments, ethical leadership, and systemic structures that promote equity, growth, and professional satisfaction**

The Kern National Network's North Star: A Framework for Flourishing



The KNN's North Star: A Framework for Flourishing



Practical Wisdom

Using acquired experience to discern the right way to do the right thing in a particular circumstance, with a particular person, at a particular time.²

Character

A constellation of characteristics—moral, civic, intellectual and performance—formed over time and manifest in dispositions and practices.³

Flourishing

Flourishing refers to a wholeness—of being and doing, of realizing one's potential and helping others do the same. It can be measured across the domains of happiness and life satisfaction, physical and mental health, meaning and purpose, character and virtue, and relationships, and it is most commonly achieved through pathways of family, work, education and spiritual community.¹

Individuals

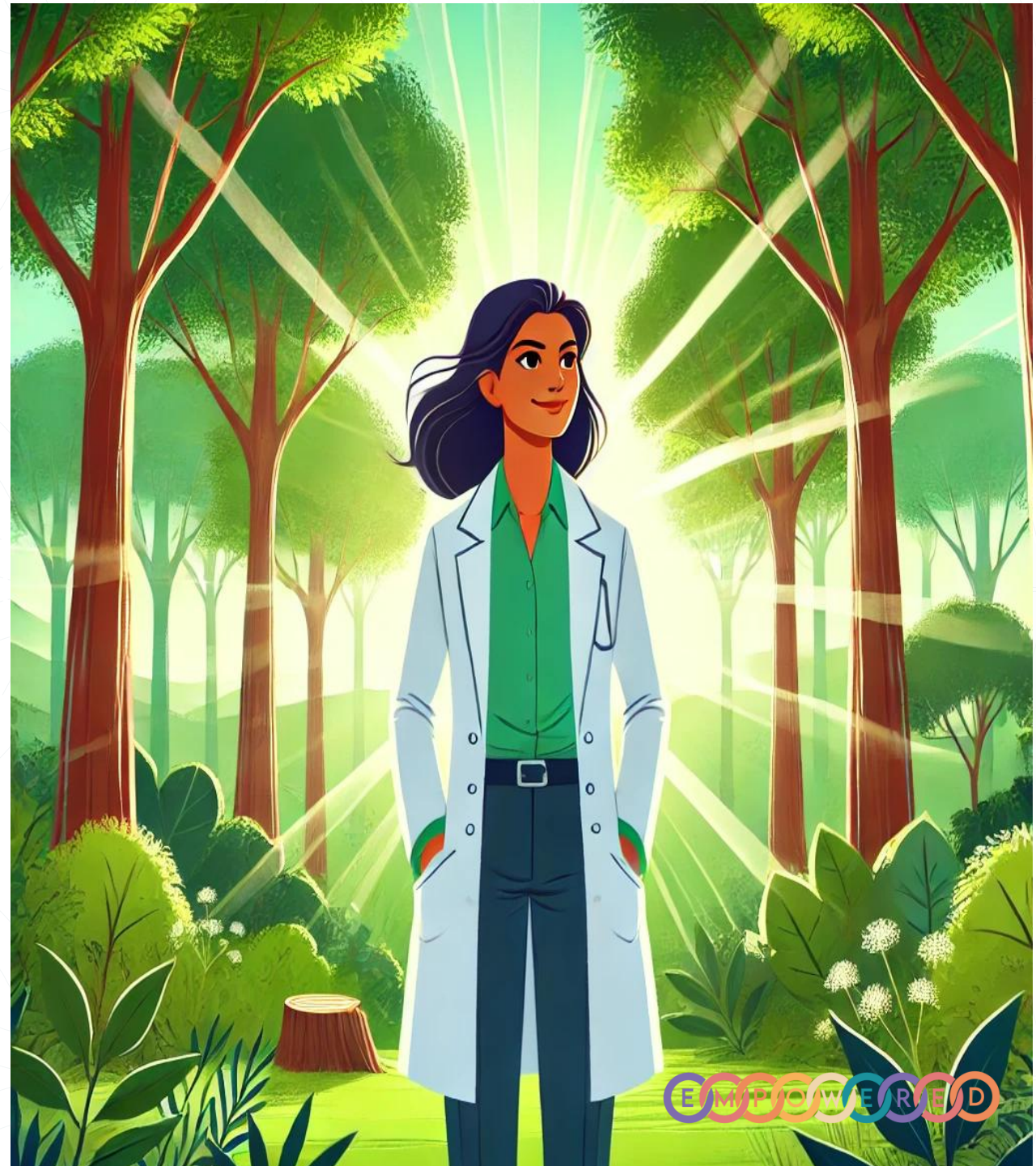
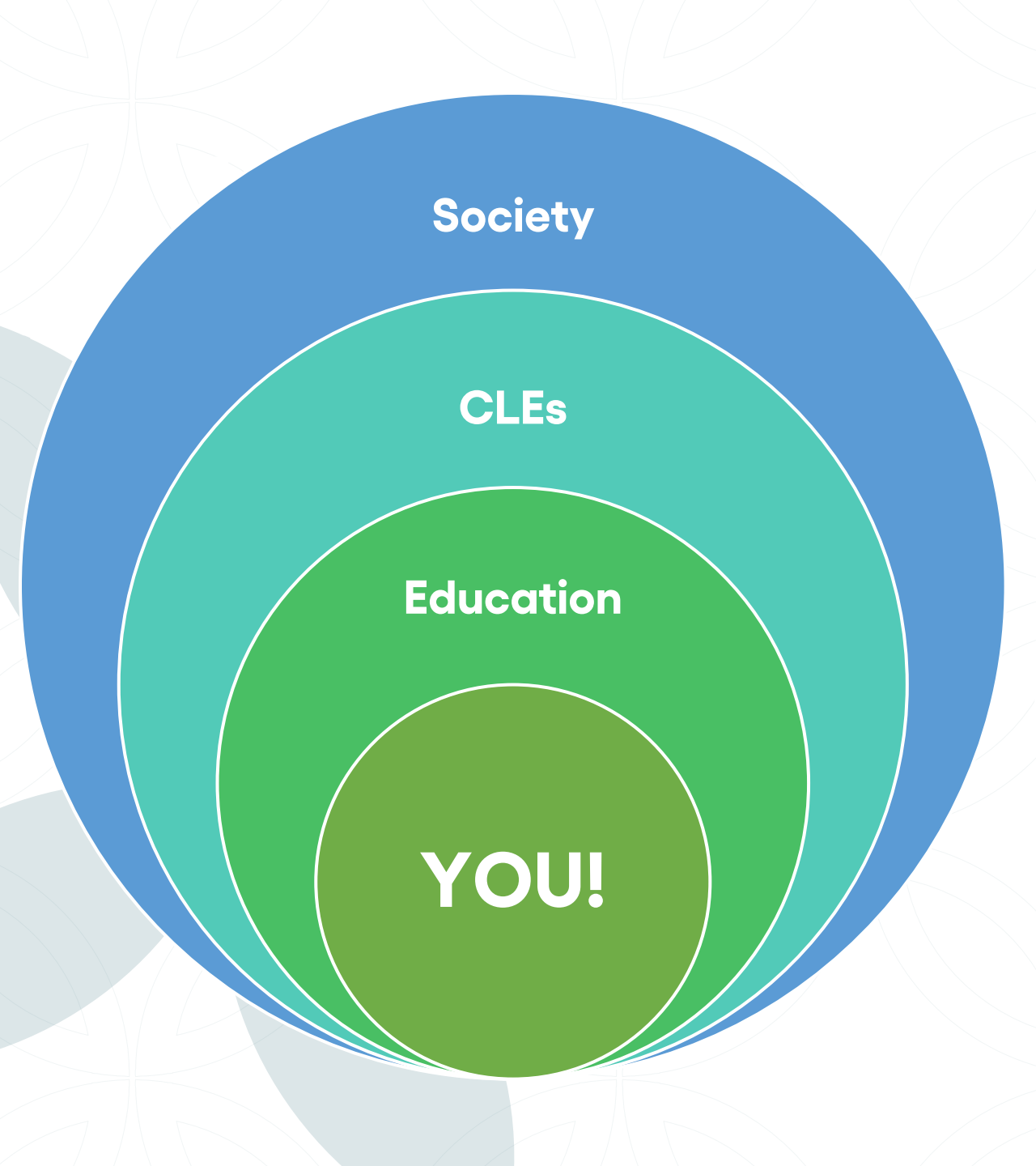
Medical and Other Health Professions Education

Health Systems and Other Practice Environments

Society

Caring

A blend of practices, dispositions and motivations—attentiveness, responsibility, competency, responsiveness and engagement/citizenship—all aimed at ensuring that individuals and populations grow, develop and flourish as best they can.⁴



Back to Basics... We Were All Seedlings Once



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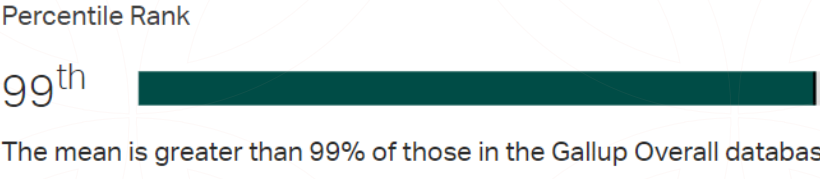
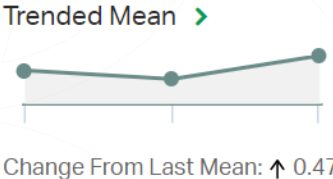
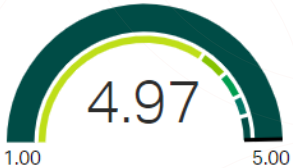
ENGAGEMENT

- What is engagement?
- What does engagement look like?
- Why is engagement important?
- How to increase engagement?
- Culture drives engagement and engagement strengthens culture



Employee Engagement Q¹² Insights

Engagement Mean



M ENTORING

- **What is a mentor?
What is a mentee?
Do I need one?
Or more?**
- **Formal versus informal**
- **Everyone has something to offer**
- **Imposter Syndrome is real**
- **When is the last time you
“paid it forward?”**



P IVOT

- **“Blessed are the flexible for they will not be bent out of shape.”**
– Robert Ludlum
- **Always have a Plan B... and C, and D, and E...**
- **Remember the Hippocratic Oath, patients always come first**
- **No BTTWWADI**



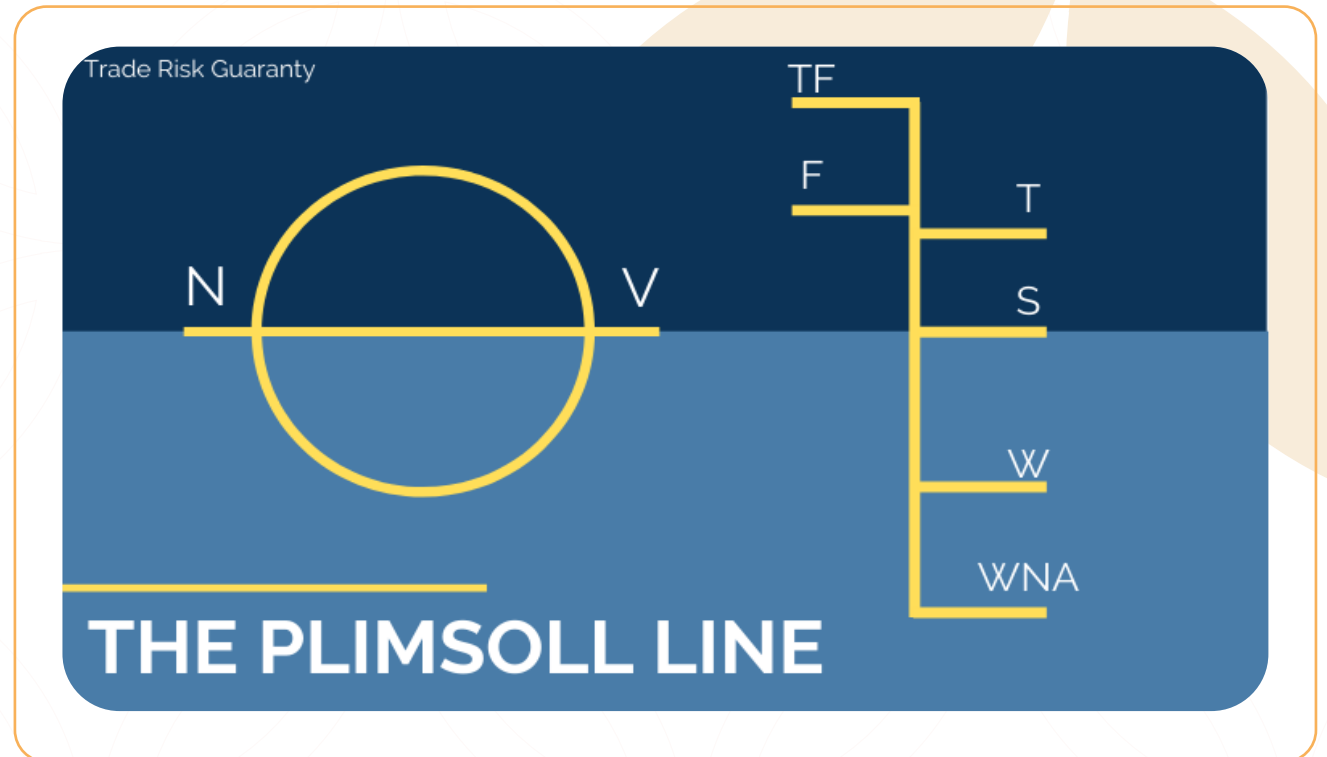
OPPORTUNITY

- **Keep an open mind**
- **Look forward, not backward**
- **You'll never regret showing up**
- **Never underestimate what you can bring to the table – your experience and perspective matter**
- **If you are asked your opinion, there is a reason, Lean In.**

**DON'T WAIT FOR
OPPORTUNITY.
CREATE IT.**

WELL-BEING

- **Define your own well-being**
- **Headwinds rock boats....
Remember Your #BoatLine**
- **Boundaries: Learn to say No**
- **Work Hard, Play Hard
(That's right, take your PTO...
AND turn off your email!)**
- **Tap into your people and your
resources**



E I/EQ

- **First, Know Thyself (MBTI, DISC, StrengthsFinder, TrueColors, Enneagram)**
- **Then, read the room**
- **This is the hard part, lean into the experts and resources**

- **“Soft Skills” make you stronger not weaker**
- **It is a journey, not a sprint**
- **Meet people where they are**

Verbal Comprehension
Working Memory
Perceptual Reasoning
Processing Speed



+



Self Awareness
Self Regulation
Motivation
Empathy
Social Skills

=  **SUCCESS**

R ELATIONSHIPS

- **People first, the rest will wait**
- **But there are so many people...
Program Directors, DIOs, Medical Students,
Residents/Fellows, Faculty, Administration,
Peers, Outside Departments, and even more...**
- **Humans are hard, but worth it**
- **Embrace conflict and don't avoid crucial
conversations ("Rumbling")**
- **"Clear is Kind, Unclear is Unkind."
– Brené Brown #americasterapist**



"I've learned that people will forget
what you said, people will forget
what you did, but people will never
forget how you made them feel."

Dr Maya Angelou

EFFICIENCY

- **Work smarter, not harder**
- **Don't reinvent the wheel**
- **Figure out YOUR system and maximize it**
- **Change takes time, give yourself and others grace**
- **Pace your expectations**



D EVELOPMENT

- **Never stop growing, never stop learning**
- **Development looks different for everyone, decide what is important to YOU**
- **Use your resources far and wide, for they are limitless**
- **What do you want to be when you grow up?**



But Always Remember...



Grow On and Flourish...




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