

Bringing Back Book Club: A Transformational Leadership Journey

Book Club Facilitators

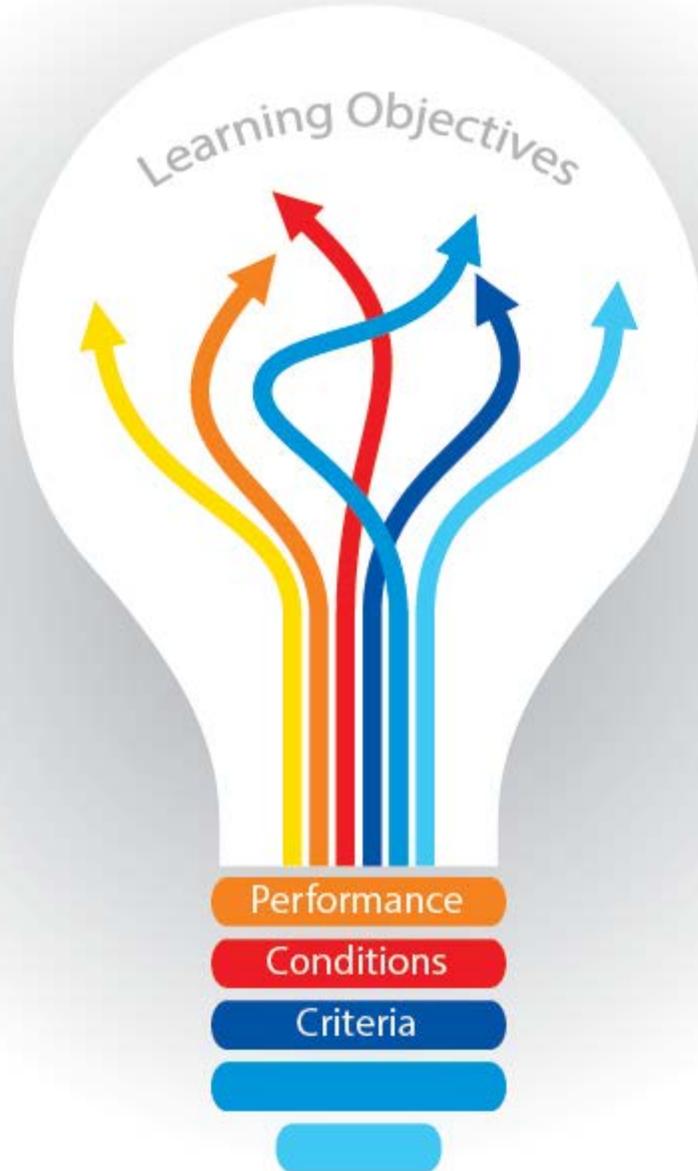
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No Disclosures to report.







Objectives

- Discuss the journey at our institution and how Book Club originated.
- Review shared challenges faced by GME leaders and the need for innovative, effective, yet efficient leadership development.
- Explain refinements of Book Club as it has evolved.
- Participate in a Mock Book Club and discuss the experience.
- Review our “Lessons Learned.”



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Which Generation Are You In?

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Please share a current, significant leadership challenge you are facing.

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Have you ever participated in a Book Club?

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In one word, what are your current thoughts about Book Clubs?

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GREAT MONDAYS

**HOW TO DESIGN
A COMPANY CULTURE
EMPLOYEES LOVE**

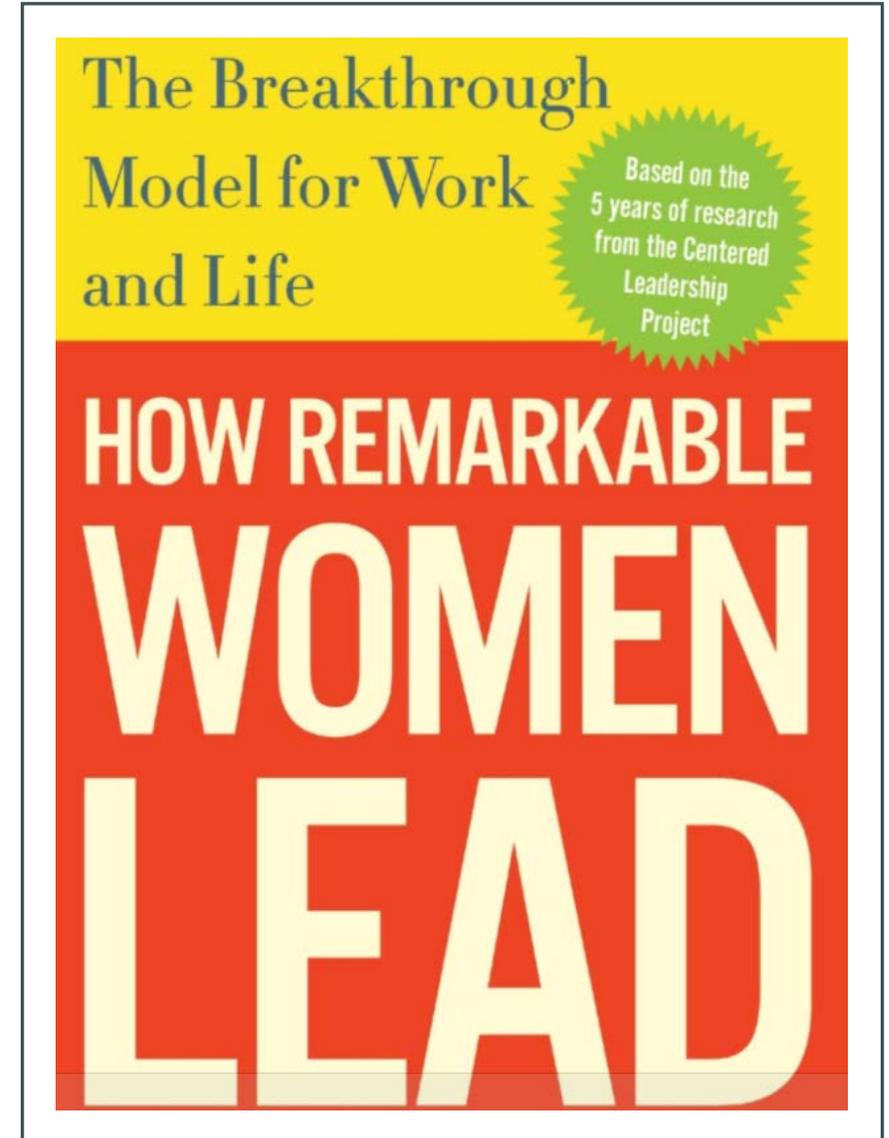
Josh

The Evaluation of American Book Clubs

- 1634: Anne Hutchinson organized a women's group to examine weekly sermons.
- 1727: Benjamin Franklin organized a prominent Philadelphia literary society called the Junto.
- 1866: Sarah Atwater Denman founded the Friends in Council, the oldest continuous literary club in America.
- 1875: Sir William Osler established the first formalized journal club at McGill University.
- 1926/1927: Mail-order "Book-of-the-Clubs" are established.
- 2022: More than 5 million Book Club members in the United States.

Why Create a Workplace Book Club?

- Book Clubs make it easier to commit to regular reading habits and foster life-long learning, sparks professional development.
- Team members engage in diverse content which provides a better understanding of diverse perspectives.
- Book Clubs build camaraderie and reinforces relationships.
- Book Clubs builds confidence because team members are given the opportunity to step up and practice leadership roles; for example, leading the group discussion.
- Team members learn new concepts and can implement new practice habits.



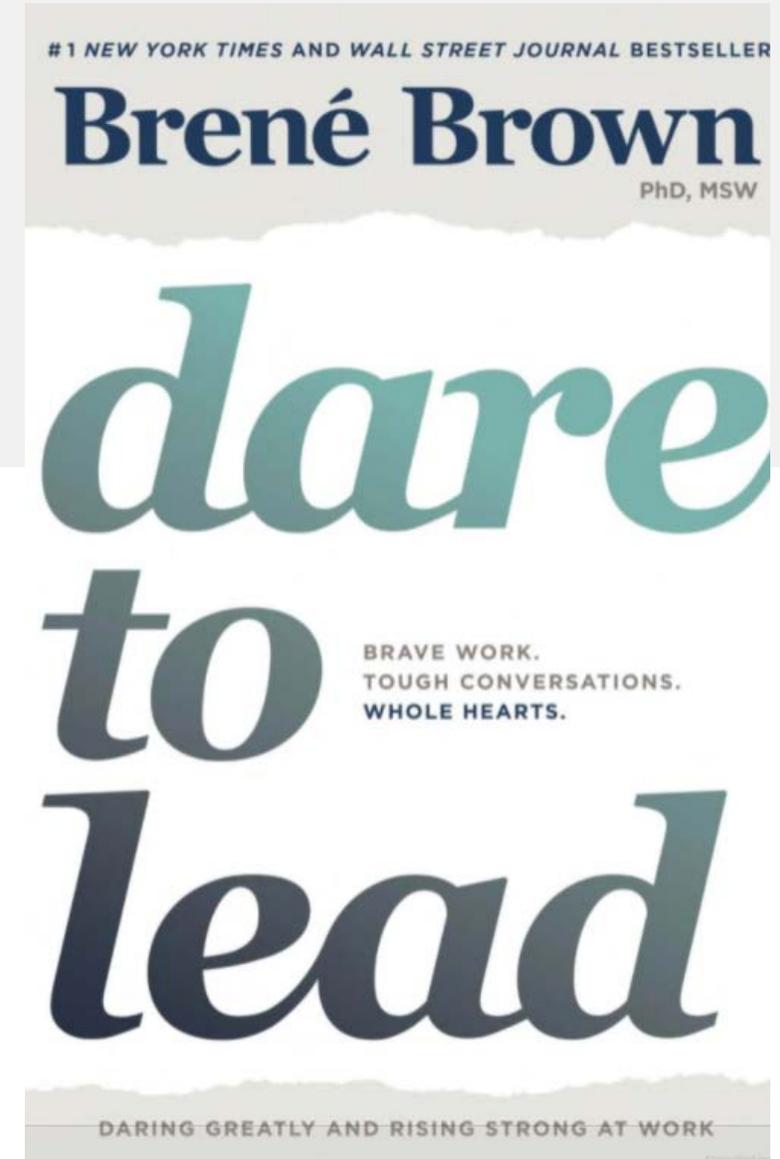
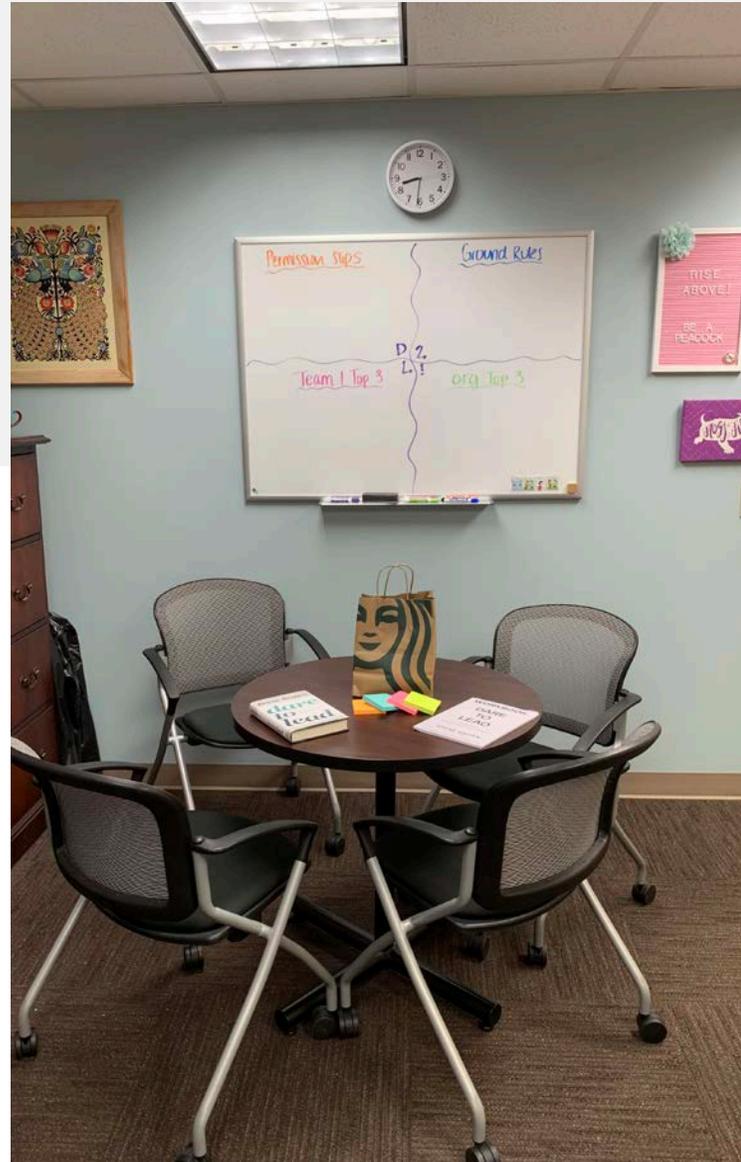


Our Leadership Journey



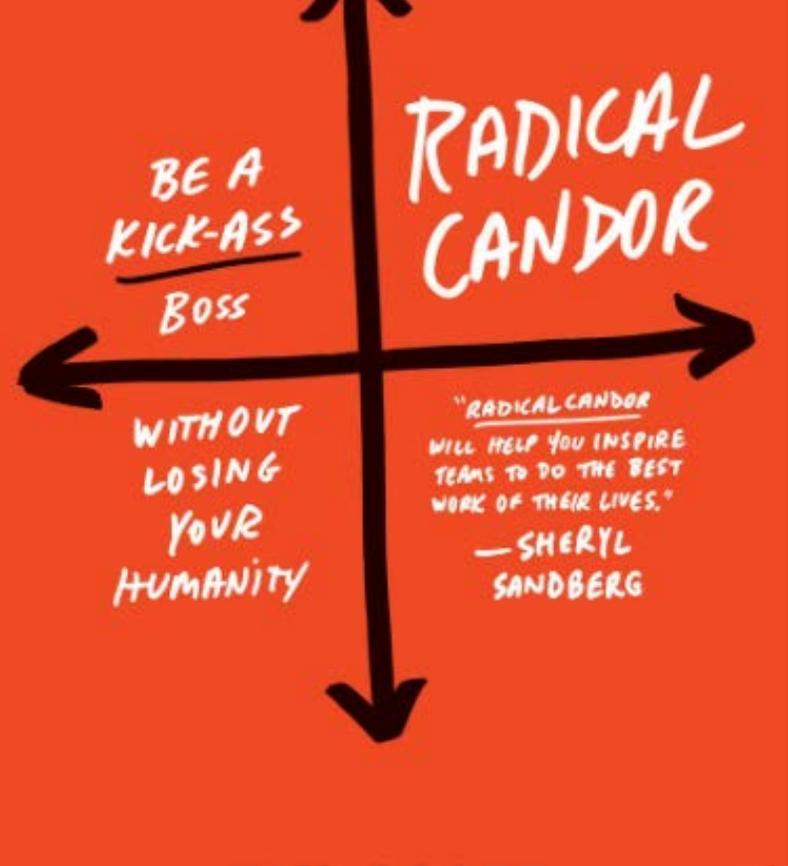
Our Team's Feedback

- “Increased trust and transparency.”
- “Not only did we learn something from the book, we also learned about people on our team.”
- “As a new team member, I discovered I had a lot in common with others on the team.”



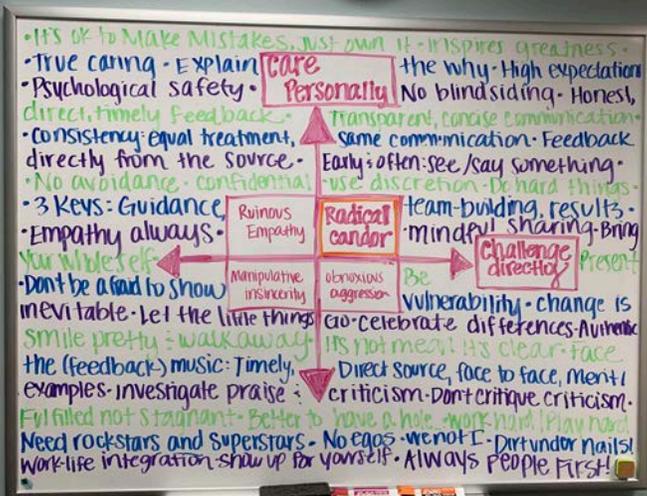
Our Hospital's Book Club Journey





Where to Begin?

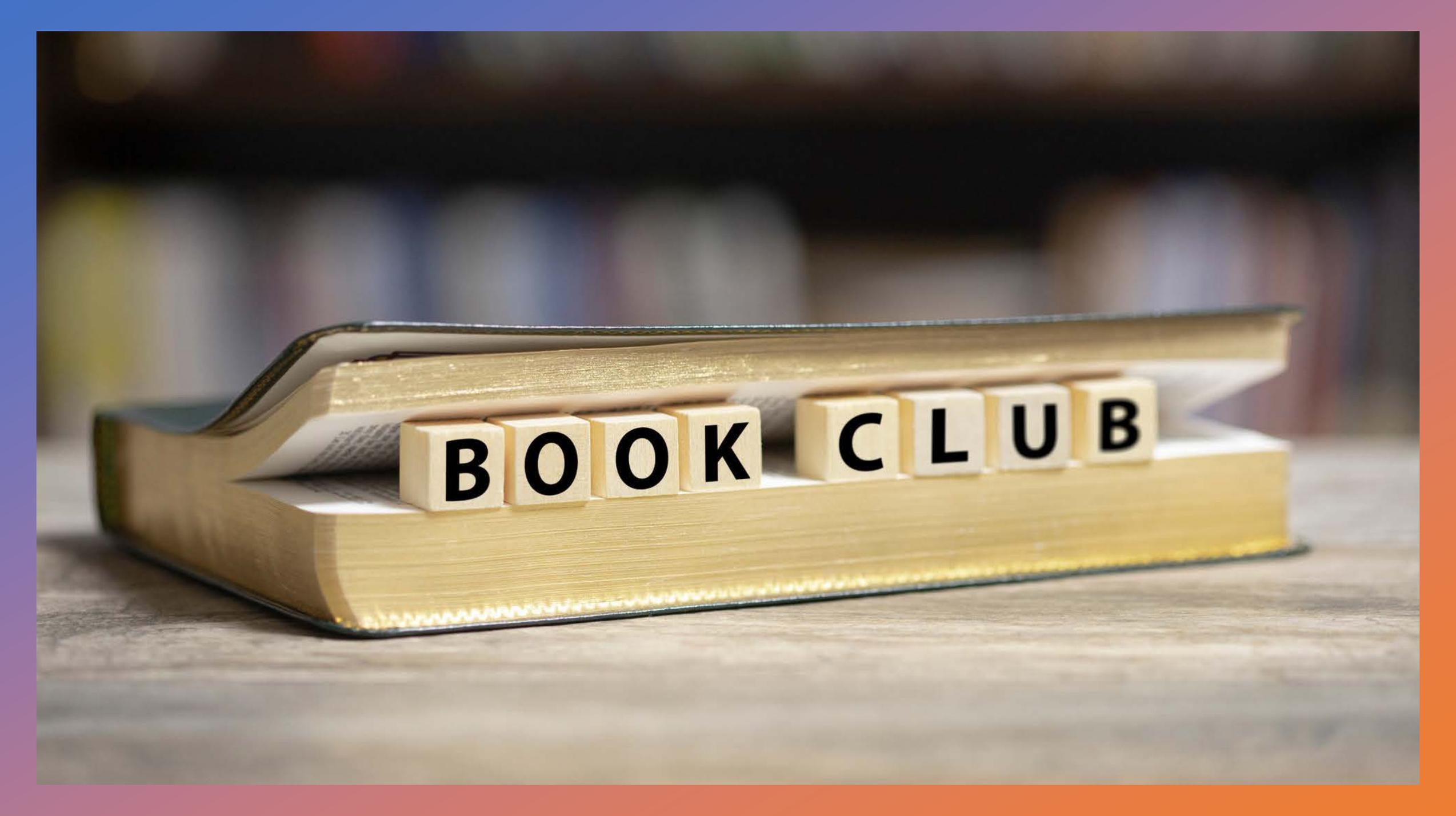
- Establish team member interest.
- Decide on the Book Club Topic/Purpose; and select the right book.
- Obtain enough book copies.
- Establish a manageable reading schedule.
- Make Book Club a priority; dedicate and block the team's time.
- Designate a facilitator, so they can probably prepare.
- Buy Snacks.



Ground Roles of Book Club

- Come to Book Club prepared, do the preparation work and reading.
- During the dedicated Book Club time, limit distractions, unplug and pay attention.
- Be Respectful, agree to disagree.
- Protect the disclosures that others may make.
- Facilitator Rule: Control dominate personalities, make sure that everyone who wants to speak up has time to do so.
- Facilitator Rule: Keep on topic, relevant sidebars are fine, but avoid tangents.



A stack of several books is shown, with the top book slightly open. Resting on the top edge of the books are several light-colored wooden blocks, each with a black letter on it. The blocks are arranged to spell out the words "BOOK CLUB" in a row. The background is a blurred bookshelf filled with many books, suggesting a library or bookstore setting. The lighting is soft and focused on the blocks and the top of the books.

BOOK CLUB

20

Minutes



00

Seconds

Play4Agile
Session by
Ilya Preuß

How to Facilitate a Great Debrief

Remember: "plans are useless, planning is indispensable."
- Eisenhower

GO WITH THEIR ENERGY

Feels like a conversation
↓
Use their language
(no new terms)

LESS FACILITATION IS MORE

~~Q1. ---
Q2. ---
...~~
Avoid canned questions

GUIDE their attention

Give them space

Debrief is for THEM, not you
↓
Let them debrief each other.



Everyone who wants to be



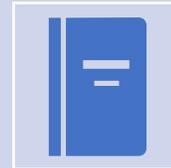
"What would happen if..."

Lessons Learned

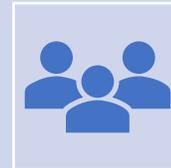


- Do not reinvent the wheel; use the tools and resources provided.
- Make Book Club a priority; once scheduled, place calendar holds.
- Consider logistics and timing when scheduling.
- Book Club must be a “No Phone Zone.”
- It’s okay if the selected book “flops.”
- Consider Size, Group Dynamics, etc.

Looking Forward



Virtual Book Club versus
In-Person Book Club



Team/Shared Facilitation



Podcast Club



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