Program Leadership and Career Development

Cameron K. Davis
Program Leadership
Program Leadership

Do you feel like a leader?
Do you feel like a leader?

Within your program?
Program Leadership

Do you feel like a leader?

Within your program?
Within your institution?
Program Leadership Model

Graduate Medical Education

Coordinator

Program Director

Associate Program Director

Chair/Chief
Program Leadership Model

OPERATIONAL

Coordinator

CLINICAL

Program Director

Associate Program Director

Graduate Medical Education

Chair/Chief
Program Leadership

What is an Operational Leader?

“Someone who sees how the individual elements of an organization fit together and work to create the larger outcome.” -John Maxwell, Houston Business Journal

Coordinators and Administrators are the **OPERATIONAL LEADERS** of...
Program Leadership

- WebADS
- Recruitment (invitations, interviews, communication, follow-up, etc.)
- Rank Lists/NRMP
- Licensure/training requirements
- GME communication
- ACGME surveys
- Curriculum revisions
- Evaluations
- Onboarding/orientation of new residents/fellows
- Graduation
- Vascular Surgery In-Training Exams
- Post-grad verifications
- Duty Hours
- PEC meetings
- CCC meetings
- Milestones uploading
- Program websites
- Social media
- Faculty and resident/fellow travel
- Program budgets
- Disbursement requests, ordering of lead, loupes, white coats, etc.
- And much, much more!
Program Leadership

Time to start thinking of ourselves as leaders!

“The key to successful leadership is knowing how to make people follow you. Leave a trail of doughnuts.”

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Program Leadership

The best leaders are:

Kind and Tough

Humble and Confident

James Comey, former Director of the FBI, former Deputy Attorney General of the United States
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Program Leadership

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In our operational leadership positions and as advocates for our residents and fellows, and even our applicants, we can and we should have the confidence to do so. (See also: “change agent” in Stuckelman, et al., 2017)

We are the content experts in successful management of our programs!
1. We are the Operational Leaders of our programs
2. Our institutions look to us for answers and direction, as well
3. We should have the confidence to speak up when we notice a problem and advocate for our residents and fellows (and ourselves)
Career Development
What are your individual career goals?

• Continue in current role?
• Move up within department?
• Move up within Graduate Medical Education?
Career Development

How do you get there?

• Come to AVSC!
  • Join AVSC, participate in Steering Committee
• ACGME annual conference (if an option)
• Professional development
• Participate in GME committees
• TAGME certification
• Mentor new coordinators
• Additional educational degrees or certificates
• Find a niche, an area of expertise, and become the go-to person for that topic in your program/institution
Career Development

Don’t become stagnant!

• Important to take breaks throughout the day
• Show yourself grace if you make a mistake
• Have PTO? Use a day! (or a week…)
• Take care of yourself so that you can take care of your residents/fellows
Career Development Summary

• Highly individualized
• Think about the direction in which you want to go, and start taking small steps in that direction
• Take care of yourself so that you can grow in your position and continue to make a difference in the lives of your residents/fellows!
Thank you!

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