



**EVENT NAME**

**Lead Strong LIVEcast: Lunch with Leaders**

**EVENT DATE: THURSDAY, 14 JANUARY 2021**

**EVENT BY: MTP 4**

[2021-01-14 12:00:15] [Gretchen Kolb] Welcome to Lunch with Leaders and our special guest star: CEO, Kevin Mahoney! Welcome to Lunch with Leaders and our special guest star: CEO, Kevin Mahoney!

[2021-01-14 12:00:23] [Mariel Harden] Yay!!!! Yay!!!! #VALUE!

[2021-01-14 12:00:31] [Mariel Harden] very excited :) very excited :)

[2021-01-14 12:00:34] [JoAnna Koveal] looking forward to this! looking forward to this!

[2021-01-14 12:00:49] [Sam Homayouni] Will there be questions? Will there be questions?

[2021-01-14 12:01:18] [Gretchen Kolb] We love hearing from you. Please use the chat function to add your comments and feedback. We will share your comments, questions and feedback with Kevin, even if we do not get the chance to address them during the session. We love hearing from you. Please use the chat function to add your comments and feedback. We will share your comments, questions and feedback with Kevin, even if we do not get the chance to address them during the session.

[2021-01-14 12:01:43] [Gretchen Kolb] Happy Birthday Young Un!! Happy Birthday Young Un!!

[2021-01-14 12:01:55] [Kylie Todaro] Happy Birthday, Young Un!! :) Happy Birthday, Young Un!! :)

[2021-01-14 12:02:11] [Karla Ratliff Britt] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:11] [Eboni Pelzer] Happy Birthday!!! Happy Birthday!!!

[2021-01-14 12:02:11] [Young Un Cho] Thanks so much! Thanks so much!

[2021-01-14 12:02:12] [Amy Weleski] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:12] [Tawnya ] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:12] [Rebecca Miller] Happy Birthday Young Un! Happy Birthday Young Un!

[2021-01-14 12:02:13] [Amanda Williams] Happy Birthday Young Un! Happy Birthday Young Un!

[2021-01-14 12:02:13] [Zenas Colt] Happy Birthday, Young Un! Happy Birthday, Young Un!

[2021-01-14 12:02:13] [Mariel Harden] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:20] [Reina Fleury] Happy Birthday!!! Happy Birthday!!!

[2021-01-14 12:02:20] [Rebecca Calvani] Happy Birthday!!! Happy Birthday!!!

[2021-01-14 12:02:21] [Andrea Bergmann, RN] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:23] [Cynthia Line] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:31] [fern nibauer-cohen] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:33] [Michael Feldman] Happy birthday Happy birthday

[2021-01-14 12:02:34] [Emily Guilbe] Happy Birthday! Happy Birthday!

[2021-01-14 12:02:34] [Kia Newman] Happy Birthday Happy Birthday

[2021-01-14 12:02:34] [Anastasia] Happy Birthday Happy Birthday

[2021-01-14 12:02:39] [Corinna Sicoutris] Happy Birthday Young Un! Happy Birthday Young Un!

[2021-01-14 12:02:39] [christine tierney] Happy Birthday!! Happy Birthday!!

[2021-01-14 12:02:41] [Richard Wender] Happy Burthday! Happy Burthday!

[2021-01-14 12:03:30] [Young Un Cho] Best birthday ever! Best birthday ever!

[2021-01-14 12:03:37] [Michael Feldman] Love getting my fix Love getting my fix

[2021-01-14 12:03:54] [Richard Wender] I thought it was your 40th!!! I thought it was your 40th!!!

[2021-01-14 12:04:06] [Paul M] wow wow

[2021-01-14 12:04:18] [Kylie Todaro] Love the family pic! Love the family pic!

[2021-01-14 12:04:44] [Gretchen Kolb] The recording (and PodCasts!) for this session, other resources and presentations are available via Lead Strong at: The recording (and PodCasts!) for this session, other resources and presentations are available via Lead Strong at:



<https://www.med.upenn.edu/uphscovid19education/lead-strong.html>

<https://www.med.upenn.edu/uphscovid19education/lead-strong.html>

[2021-01-14 12:05:38] [Gretchen Kolb] Using your cell phone, text "pennteam918" to "22333"  
Using your cell phone, text "pennteam918" to "22333"

If you are on your computer, you can also click on the link on chat [PollEv.com/pennmedicine918](https://www.poll-ev.com/pennmedicine918) If  
you are on your computer, you can also click on the link on chat [PollEv.com/pennmedicine918](https://www.poll-ev.com/pennmedicine918)

[2021-01-14 12:06:35] [Kelly Gray] Blessed Blessed

[2021-01-14 12:06:45] [Kia Newman] Grateful Grateful

[2021-01-14 12:06:57] [Adrian] Fortunate Fortunate

[2021-01-14 12:07:35] [margaret gagliardi] worn out worn out

[2021-01-14 12:07:39] [Marcus Cimino] hungry hungry

[2021-01-14 12:07:50] [Karyn Book] overwhelmed overwhelmed

[2021-01-14 12:07:55] [Shakirah Ames] perplexed perplexed

[2021-01-14 12:08:59] [Amy] Seeing this shift is wonderful! so cool to see our collective moods over time  
Seeing this shift is wonderful! so cool to see our collective moods over time

[2021-01-14 12:13:09] [Kylie Todaro] I love that - "Join your organization first and your job second" I  
love that - "Join your organization first and your job second" Careers: join your organization first

Careers: join your organization first

[2021-01-14 12:15:25] [Ashley Cifarelli] Excellent advice as I am constantly wanting to rush my career path  
as I am pursuing healthcare administration as well. Excellent advice as I am constantly wanting to rush  
my career path as I am pursuing healthcare administration as well. Careers: join your organization first

[2021-01-14 12:16:02] [Beth Johnston] That is a great message- join your organization first That is a  
great message- join your organization first Careers: join your organization first

[2021-01-14 12:19:39] [Mariel Harden] I need to make a Kevin Mahoney quotes notebook. This is so great  
I need to make a Kevin Mahoney quotes notebook. This is so great General - quotes

[2021-01-14 12:20:01] [Lisa] Your playbook and core values - good touchpoint reference! Your  
playbook and core values - good touchpoint reference! General - quotes

[2021-01-14 12:20:19] [Karen Sylvester] wonderfully refreshing to hear someone say they make mistakes!  
It is part of growth :) thank you for being so open !! wonderfully refreshing to hear someone say they  
make mistakes! It is part of growth :) thank you for being so open !! Careers: mistakes

[2021-01-14 12:20:59] [Kim Hills] Empathy, so important but it does come with age... usually Empathy,  
so important but it does come with age... usually Empathy

[2021-01-14 12:21:20] [Mike Posencheg] Simon Sinek talks about empathy too in his book Leaders Eat  
Last. Really powerful quality! Simon Sinek talks about empathy too in his book Leaders Eat Last. Really  
powerful quality! Empathy

[2021-01-14 12:22:24] [Terry Marshall] Everyday you learn something new. Everyday you learn  
something new. Careers

[2021-01-14 12:23:52] [Gretchen Kolb] And what a smooth operation it is on 15! And what a smooth  
operation it is on 15! Vaccine

[2021-01-14 12:23:56] [Kim Hills] Vaccine roll out - it's a well oiled machine!!! Vaccine roll out - it's a  
well oiled machine!!! Vaccine

[2021-01-14 12:24:14] [Melissa Dunlop] I just heard someone say that we should acknowledge our  
leverage as leaders. Knowing that people are effected by me is something to hold as a privilege and treat  
it as such. I appreciate hearing it from Kevin's perspective. It resonates with me. I just heard someone  
say that we should acknowledge our leverage as leaders. Knowing that people are effected by me is  
something to hold as a privilege and treat it as such. I appreciate hearing it from Kevin's perspective. It  
resonates with me. Leadership

[2021-01-14 12:24:21] [jkimi] is there a way i can phone in to hear? I can't hear anything from my  
computer? is there a way i can phone in to hear? I can't hear anything from my computer?

[2021-01-14 12:24:23] [Robert Vonderheide] Inside every med helicopter is a patient in need and a worried  
family. The first thought of our CEO. #PennProud Inside every med helicopter is a patient in need and a  
worried family. The first thought of our CEO. #PennProud General - quotes



[2021-01-14 12:24:47] [Barbara LAmoreaux] This organization really can make things happen when we lean in. Let's keep up the momentum! This organization really can make things happen when we lean in. Let's keep up the momentum! Leadership

[2021-01-14 12:25:08] [Gretchen Kolb] @jkimi - you should also be able to access this session on your phone @jkimi - you should also be able to access this session on your phone

[2021-01-14 12:25:12] [Anastasia] Phone Phone  
Dial one of the following numbers, enter the participant PIN followed by # to confirm: Dial one of the following numbers, enter the participant PIN followed by # to confirm:  
1.800.520.9950 Toll free 1.800.520.9950 Toll free  
PIN 9290841 # PIN 9290841 #

[2021-01-14 12:25:19] [alh] Thank you for the swift vaccine distribution Thank you for the swift vaccine distribution Vaccine

[2021-01-14 12:25:48] [jkimi] thank you thank you

[2021-01-14 12:26:25] [Jenny Bencardino] Rewriting life as a new normal on a day by day basis can only be achieved by having all hands on deck. Rewriting life as a new normal on a day by day basis can only be achieved by having all hands on deck. Future

[2021-01-14 12:26:38] [Terry Marshall] The Future.... I love it The Future.... I love it Future

[2021-01-14 12:28:04] [Barbara LAmoreaux] Every really successful leader has a partner who helps keep them grounded. Love that our leader gives a shout to his family. Every really successful leader has a partner who helps keep them grounded. Love that our leader gives a shout to his family. Balance work and life

[2021-01-14 12:28:21] [Jasmine Kain] Thank you to the team organizing and processing the Covid vaccine. I'm blown away by the smooth and seamless process! We are very fortunate to have access to the vaccine. Thank you to the team organizing and processing the Covid vaccine. I'm blown away by the smooth and seamless process! We are very fortunate to have access to the vaccine. Vaccine

[2021-01-14 12:28:45] [Terry Marshall] YES ,family help keep you grounded YES ,family help keep you grounded Balance work and life

[2021-01-14 12:29:35] [Michael Feldman] People first, only way to prioritize People first, only way to prioritize Priority on patients and employees

[2021-01-14 12:30:46] [Melissa Dunlop] Thank you for being patient and EMPLOYEE focused. This is a huge differentiator from other health systems in philly and elsewhere. Thank you for being patient and EMPLOYEE focused. This is a huge differentiator from other health systems in philly and elsewhere. Priority on patients and employees

[2021-01-14 12:32:09] [Lynn Cardona] Well said Well said Priority on patients and employees

[2021-01-14 12:32:17] [Mariel Harden] Yes! It takes action Yes! It takes action Pledge to anti-racism

[2021-01-14 12:33:08] [Richard Wender] Becoming anti-racist is a deliberate choice requiring specific actions. Thanks for that leadership Becoming anti-racist is a deliberate choice requiring specific actions. Thanks for that leadership Pledge to anti-racism

[2021-01-14 12:33:08] [Cristine Hutchinson] thank you for making Martin Luther King Day a holiday, its a great step toward cultural change thank you for making Martin Luther King Day a holiday, its a great step toward cultural change

[2021-01-14 12:33:09] [Reina Fleury] This is such a powerful message related to racism. Thank you, Kevin. Very moving. This is such a powerful message related to racism. Thank you, Kevin. Very moving.

[2021-01-14 12:33:17] [Lynn Cardona] I pledge to become an anti-racist I pledge to become an anti-racist

[2021-01-14 12:33:17] [Alicia Brannigan] Very courageous to be intentional and to say this about racism. Very courageous to be intentional and to say this about racism.

[2021-01-14 12:33:25] [Kimberly A Endicott] Very powerful!! Thank you!! Very powerful!! Thank you!!

[2021-01-14 12:33:26] [Kim Hills] agree very powerful! agree very powerful!



[2021-01-14 12:33:37] [Barbara Todd] Thanks for your comments on intentionality - that is critical  
Thanks for your comments on intentionality - that is critical

[2021-01-14 12:33:42] [Donna Taylor] Thank you for your wisdom and leading PennMedicine by your head and your HEART! Thank you for your wisdom and leading PennMedicine by your head and your HEART!

[2021-01-14 12:34:33] [Stephanie Dove-Tieku] I am in such awe of this .." being actively anti-racism" I am in such awe of this .." being actively anti-racism"

[2021-01-14 12:34:40] [JoAnna Koveal] I've only worked at Penn since September, but even from orientation I have been very impressed with the leadership and culture of this health system and treating each other as a family! I've only worked at Penn since September, but even from orientation I have been very impressed with the leadership and culture of this health system and treating each other as a family!

[2021-01-14 12:34:43] [Terry Marshall] Thank you for your powerful leadership this past year.. Thank you for your powerful leadership this past year..

[2021-01-14 12:35:32] [Lauren Steinfeld] Our work is so much more than the immediate task in front of us. Thank you for the reminder and inspiration to be actively so much better to others. Our work is so much more than the immediate task in front of us. Thank you for the reminder and inspiration to be actively so much better to others.

[2021-01-14 12:36:00] [Chris Ajello] Any chance this is being recorded. Unfortunately I was pulled away for a few moments. Thank you Any chance this is being recorded. Unfortunately I was pulled away for a few moments. Thank you

[2021-01-14 12:36:23] [Gretchen Kolb] @Chris- yes, this is recorded and will be on Lead Strong site within 24 hours @Chris- yes, this is recorded and will be on Lead Strong site within 24 hours

[2021-01-14 12:36:23] [Anna Moran] Shoutout to the amazing Pathology Leadership Team at PENN! Amazing Team Shoutout to the amazing Pathology Leadership Team at PENN! Amazing Team

[2021-01-14 12:36:38] [Richard Wender] Thanks Pathology team! Incredible work Thanks Pathology team! Incredible work

[2021-01-14 12:36:53] [Terry Marshall] Knowledge is Power Knowledge is Power

[2021-01-14 12:37:11] [Kenya Pitt] Bob is a fantastic and passionate leader. I really appreciate his heart as a leader! GREAT partner! Bob is a fantastic and passionate leader. I really appreciate his heart as a leader! GREAT partner!

[2021-01-14 12:37:22] [Kia Newman] AWESOME! Strong leadership is shown and felt AWESOME! Strong leadership is shown and felt

[2021-01-14 12:37:35] [Jana Romano] Powerful message and work being done - thank you for your leadership and example! Powerful message and work being done - thank you for your leadership and example!

[2021-01-14 12:37:38] [Michael Feldman] #Pennproud to be able to do this work on Covid testing #Pennproud to be able to do this work on Covid testing

[2021-01-14 12:37:39] [Anna Moran] Bob Challendar, Mike Feldman, Debbie Mincarelli are a powerhouse team in the Department of Pathology! Nice to hear them recognized Bob Challendar, Mike Feldman, Debbie Mincarelli are a powerhouse team in the Department of Pathology! Nice to hear them recognized

[2021-01-14 12:37:54] [Lester Lledo] Truly appreciate your authenticity Truly appreciate your authenticity

[2021-01-14 12:38:14] [Kenya Pitt] "A little less careful and a little more intentional" is a great way of approaching this and thinking about it. "A little less careful and a little more intentional" is a great way of approaching this and thinking about it.

[2021-01-14 12:38:40] [Samantha Simonsen] Love that too Kenya! Love that too Kenya!

[2021-01-14 12:39:07] [Cindy Morrissey] Very inspired by what Penn is doing with Mercy- thank you!! Very inspired by what Penn is doing with Mercy- thank you!!

[2021-01-14 12:39:10] [Kylie Todaro] So proud to be in this organization! So proud to be in this organization!



[2021-01-14 12:39:12] [Kia Newman] Yes, your authenticity is shown by your action! Yes, your authenticity is shown by your action!

[2021-01-14 12:40:32] [Terese Kornet ] Go Apollo 11 !! Go Apollo 11 !!

[2021-01-14 12:40:46] [Ashley Cifarelli] So inspired by Kevin and his viewpoint as a healthcare leader. Beyond proud to be a part of this organization and can't wait to see what Kevin has planned for Penn Medicine's future! So inspired by Kevin and his viewpoint as a healthcare leader. Beyond proud to be a part of this organization and can't wait to see what Kevin has planned for Penn Medicine's future!

[2021-01-14 12:40:54] [Mariel Harden] What we are going through right now is going to be in chapters of our future generations history books What we are going through right now is going to be in chapters of our future generations history books

[2021-01-14 12:41:04] [Terry Marshall] yes we are, and we will be able to talk about it to our grandchildren ... yes we are, and we will be able to talk about it to our grandchildren ...

[2021-01-14 12:42:27] [Cristine Hutchinson] there are a few questions in the q&a there are a few questions in the q&a

[2021-01-14 12:43:04] [Kellie Wilson] Thank you for saying "No new normal". Thank you for saying "No new normal".

[2021-01-14 12:43:18] [Stephanie Subbio] Love being able to meet patients where they are to ensure they have the care that they need to maintain wellness. Love being able to meet patients where they are to ensure they have the care that they need to maintain wellness.

[2021-01-14 12:43:59] [Ashley Cifarelli] Go Radiation Oncology! Go Radiation Oncology!

[2021-01-14 12:46:47] [Joel Gelfand] Kevin, Penn Medicine is just an incredible place and I am so proud of how we excel in patient care, education and research and love how we have navigated the pandemic so well! Can you recommend some books about leadership or any other topic ? Kevin, Penn Medicine is just an incredible place and I am so proud of how we excel in patient care, education and research and love how we have navigated the pandemic so well! Can you recommend some books about leadership or any other topic ?

[2021-01-14 12:47:39] [Gretchen Kolb] hahaha hahaha

[2021-01-14 12:47:41] [Franklin] What book are you currently reading? What book are you currently reading?

[2021-01-14 12:47:43] [Manuj Agarwal] like the NASA janitor who helped put a man on the moon like the NASA janitor who helped put a man on the moon

[2021-01-14 12:47:58] [Kim Hills] I've told many people that the basis of the vaccine was developed at Penn! I've told many people that the basis of the vaccine was developed at Penn!

[2021-01-14 12:48:45] [Maureen Hetu] We need to help our staff connect the dots! We need to help our staff connect the dots!

[2021-01-14 12:49:38] [Richard Wender] "Leaders ensure that all people belong to the organization" "Leaders ensure that all people belong to the organization"

[2021-01-14 12:51:20] [Lisa] Thank you for being a champion of providing transparent communication during the pandemic. I hope this continues. It increases the sense of belonging! Thank you for being a champion of providing transparent communication during the pandemic. I hope this continues. It increases the sense of belonging!

[2021-01-14 12:51:21] [Becki Fitzpatrick] Kevin you lead by actions in everything you do. thank you for your leadership at Penn Medicine! Kevin you lead by actions in everything you do. thank you for your leadership at Penn Medicine!

[2021-01-14 12:52:26] [Joel Gelfand] Prepared yes, confident yes, resources, no :) Prepared yes, confident yes, resources, no :)

[2021-01-14 12:52:45] [Sharon Tini] yes, absolutely feel prepared and confident thanks to this organization yes, absolutely feel prepared and confident thanks to this organization

[2021-01-14 12:52:52] [kathleen montone] I feel very well supported in my role - my Department is very supportive I feel very well supported in my role - my Department is very supportive





[2021-01-14 12:53:02] [Melissa Dunlop] Keep supporting our own leaders so they are supportive and not burnt out to work with us! Keep supporting our own leaders so they are supportive and not burnt out to work with us!

[2021-01-14 12:53:05] [Joel Gelfand] yes - the Jobs book by Isaacson was excellent yes - the Jobs book by Isaacson was excellent

[2021-01-14 12:53:06] [Jason] Yes, We are prepared and ready for the next challenge (whatever it may be) Yes, We are prepared and ready for the next challenge (whatever it may be)

[2021-01-14 12:53:07] [Maureen Hetu] More insight into the strategic plan and priorities would help us prepare ourselves and our teams for the future. More insight into the strategic plan and priorities would help us prepare ourselves and our teams for the future.

[2021-01-14 12:53:09] [Deborah Christopher] Continue to share your vision. This is so important for us to understand the direction of the organization and setting the stage for the work that needs to be done! Thank you for your leadership! Continue to share your vision. This is so important for us to understand the direction of the organization and setting the stage for the work that needs to be done! Thank you for your leadership!

[2021-01-14 12:53:09] [Rebecca Miller] Yes feel prepared and confident, continue what Sr. Leadership has been doing Yes feel prepared and confident, continue what Sr. Leadership has been doing

[2021-01-14 12:53:30] [Richard Wender] I have never felt more supported and more prepared - in any job. And I suspect the resources will be there when the case is strong to do work that matters to our community. I have never felt more supported and more prepared - in any job. And I suspect the resources will be there when the case is strong to do work that matters to our community.

[2021-01-14 12:53:31] [Gretchen Kolb] Steve Jobs by Walter Isaacson Steve Jobs by Walter Isaacson

[2021-01-14 12:53:34] [Kim Hills] Confident and prepared and excited for the next chapter. We have had a reduction in staff so we're all taking on more work which adds to the stress... Confident and prepared and excited for the next chapter. We have had a reduction in staff so we're all taking on more work which adds to the stress...

[2021-01-14 12:53:35] [Melissa Dunlop] Isaacson book on Jobs was the influence I got to move into leadership from clinical medicine! Isaacson book on Jobs was the influence I got to move into leadership from clinical medicine!

[2021-01-14 12:53:35] [jency] I believe we can face challenges because we have great leadership team guiding us as front line leaders! We are not left to ourselves. I believe we can face challenges because we have great leadership team guiding us as front line leaders! We are not left to ourselves.

[2021-01-14 12:53:37] [Carol Burkhead] Resource guide - there are so many things to know, but sometimes it is hard to find your way to the resources. Resource guide - there are so many things to know, but sometimes it is hard to find your way to the resources.

[2021-01-14 12:53:40] [Jules] Our teams still needs affordable, reliable childcare Our teams still needs affordable, reliable childcare

[2021-01-14 12:53:41] [Florence Vanek`] Things are pivoting so quickly, the face of healthcare is going to be completely different as we come out of this. I feel prepared to take on new challenges and appreciate the transparency that you bring to the table - so please keep that up. Thank you for your presentation today. Proud to work at Penn Med! Things are pivoting so quickly, the face of healthcare is going to be completely different as we come out of this. I feel prepared to take on new challenges and appreciate the transparency that you bring to the table - so please keep that up. Thank you for your presentation today. Proud to work at Penn Med!

[2021-01-14 12:53:54] [Robert Challender] Yes, it's great to have the resources, both people and equipment, to get the job done Yes, it's great to have the resources, both people and equipment, to get the job done

[2021-01-14 12:54:05] [christine tierney] Confident - yes. Resources are tight everywhere but Penn Medicine is doing all it can to get us what we need! When this crisis passes, we will come out stronger on the other side. Confident - yes. Resources are tight everywhere but Penn Medicine is doing all it can to get us what we need! When this crisis passes, we will come out stronger on the other side.



[2021-01-14 12:54:11] [Mariel Harden] I feel very valued and prepared. Confidence is an internal struggle, something for me to work on personally. I would like to see the PMA resources for leaders promoted more as well as creating more resources for our entry level staff I feel very valued and prepared. Confidence is an internal struggle, something for me to work on personally. I would like to see the PMA resources for leaders promoted more as well as creating more resources for our entry level staff

[2021-01-14 12:54:21] [Amy] Yes prepared and supported, yes about resources. Very confident thanks to incredible leadership. Yes prepared and supported, yes about resources. Very confident thanks to incredible leadership.

[2021-01-14 12:54:22] [fern nibauer-cohen] More opportunities for multidisciplinary virtual collaboration on innovation so that we can continue to innovate as a health system. More opportunities for multidisciplinary virtual collaboration on innovation so that we can continue to innovate as a health system.

[2021-01-14 12:54:23] [Karen Sylvester] Extremely supported - more prepared for covid second wave and lots of moving parts Extremely supported - more prepared for covid second wave and lots of moving parts

[2021-01-14 12:54:28] [Eileen Maloney] Prepared, confident yes--resources are a challenge and COVID really had a palpable impact on our teams Prepared, confident yes--resources are a challenge and COVID really had a palpable impact on our teams

[2021-01-14 12:54:29] [Stephanie Dove-Tieku] Yes , I feel prepared and confident that my leadership team will support us with whatever resources that we require to continue to provide great patient care. Yes , I feel prepared and confident that my leadership team will support us with whatever resources that we require to continue to provide great patient care.

[2021-01-14 12:54:33] [Anastasia] feel prepared and confident in our great organization. At times, operational needs and budget don't "mesh" well together and becomes an obstacle. Always looking for options. feel prepared and confident in our great organization. At times, operational needs and budget don't "mesh" well together and becomes an obstacle. Always looking for options.

[2021-01-14 12:54:34] [Andrea Bergmann, RN] Prepared and supported but need a quick resource guide that's easy to use on a daily basis. Prepared and supported but need a quick resource guide that's easy to use on a daily basis.

[2021-01-14 12:54:43] [christine tierney] Thank you Kevin for this great lunch with leaders. Thank you Kevin for this great lunch with leaders.

[2021-01-14 12:55:04] [Zenas Colt] Thank you, Kevin, Cindy, Young Un, Gretchen and all. Great session! Thank you, Kevin, Cindy, Young Un, Gretchen and all. Great session!

[2021-01-14 12:55:09] [Cristine Hutchinson] any thoughts to present like this to the clinical staff? beyond leadership? im sure it would be valued for clinical teams to hear this type of honest and sincere conversation any thoughts to present like this to the clinical staff? beyond leadership? im sure it would be valued for clinical teams to hear this type of honest and sincere conversation

[2021-01-14 12:55:15] [Michele Volpe] Penn Medicine is a large, complex organization with many entities. Continuing to listen to feedback from across the organization is important to supporting all leaders in the organization. Penn Medicine is a large, complex organization with many entities. Continuing to listen to feedback from across the organization is important to supporting all leaders in the organization.

[2021-01-14 12:55:18] [Barb] Personal Integrity is key, Thank you Kevin Personal Integrity is key, Thank you Kevin

[2021-01-14 12:55:19] [Taranae] great session, thank you!! great session, thank you!!

[2021-01-14 12:55:25] [Bryan Oteri] Yes, Penn Futures program and the introduction to the Leadership resources that are offered to Penn employees has been a great discovery this year Yes, Penn Futures program and the introduction to the Leadership resources that are offered to Penn employees has been a great discovery this year

[2021-01-14 12:55:26] [Cristine Hutchinson] such a great hour! thanks! such a great hour! thanks!

[2021-01-14 12:55:28] [Carol Burkhead] Thank you - great to be able to attend. Thank you - great to be able to attend.



[2021-01-14 12:55:34] [Sherrie Davis] Yes, myself and my team are prepared and supported...thanks to Penn Medicine and your leadership. Yes, myself and my team are prepared and supported...thanks to Penn Medicine and your leadership.

[2021-01-14 12:55:45] [Gretchen Kolb] To think more about next steps in building your dream career at Penn Medicine (mentorship, core values and development) visit this PMA pathway: <https://360.articulate.com/review/content/4f222325-de2d-4bc9-8905-ee5b7cee598c/review> To think more about next steps in building your dream career at Penn Medicine (mentorship, core values and development) visit this PMA pathway: <https://360.articulate.com/review/content/4f222325-de2d-4bc9-8905-ee5b7cee598c/review>

[2021-01-14 12:55:54] [George Crowley] what great engagement - over 500 participants!!! what great engagement - over 500 participants!!!

[2021-01-14 12:55:56] [Amy] I would ask for Kevin's help in continuing to collaborate with all entities, as Penn is a large and complex organization. I would ask for Kevin's help in continuing to collaborate with all entities, as Penn is a large and complex organization.

[2021-01-14 12:55:59] [Kia Newman] This was great! Cant wait until the next session This was great! Cant wait until the next session

[2021-01-14 12:56:00] [Lynn Cardona] So true So true

[2021-01-14 12:56:01] [Reina Fleury] Short answer is yes. Continued communication from the senior team and opportunities for two-way dialogue related to key organizational issues and initiatives. Ensuring that entities are plugged in helps us all be successful. Short answer is yes. Continued communication from the senior team and opportunities for two-way dialogue related to key organizational issues and initiatives. Ensuring that entities are plugged in helps us all be successful.

[2021-01-14 12:56:01] [Larry B.] yes, prepared...and also confident. I feel like real open communication especially in reference to listening is key always... and realizing that recognizing vulnerability and consideration of other are huge pieces of leading...humility an humanity in addition to strength and progression. yes, prepared...and also confident. I feel like real open communication especially in reference to listening is key always... and realizing that recognizing vulnerability and consideration of other are huge pieces of leading...humility an humanity in addition to strength and progression.

[2021-01-14 12:56:03] [Cynthia Metterle] Very inspired by your presentation. Thanks so much! I feel prepared and supported as a manager! Very inspired by your presentation. Thanks so much! I feel prepared and supported as a manager!

[2021-01-14 12:56:04] [Bridget Ferris] I feel confident, prepared and well resourced. I like hearing from senior leadership about their vision for the future. Those conversations are inspirational and empower people to remember their "why". I feel confident, prepared and well resourced. I like hearing from senior leadership about their vision for the future. Those conversations are inspirational and empower people to remember their "why".

[2021-01-14 12:56:07] [Belinda Rose] very supported to do best we can. very supported to do best we can.

[2021-01-14 12:56:11] [Rhonda Zaleski] yes supported and hearing Kevin's priorities provides even stonger vision in sight. Awesome lunch with leaders! yes supported and hearing Kevin's priorities provides even stonger vision in sight. Awesome lunch with leaders!

[2021-01-14 12:56:11] [Christine Gasperetti] personal integrity-->kindness personal integrity-->kindness

[2021-01-14 12:56:13] [Tamala Carter] Thank you Kevin Thank you Kevin

[2021-01-14 12:56:16] [Samantha Simonsen] Thank you for this very motivating. Thank you for this very motivating.

[2021-01-14 12:56:16] [Danielle Heffner] I've been with Penn Medicine for 15 years and no year has made me more proud of this organization than 2020! Thank you leaders! I've been with Penn Medicine for 15 years and no year has made me more proud of this organization than 2020! Thank you leaders!

[2021-01-14 12:56:16] [Stephanie Dove-Tieku] I would ask for continued transparency I would ask for continued transparency

[2021-01-14 12:56:16] [Lina Sanchez] Thank you! Wise advice! Thank you! Wise advice!





[2021-01-14 12:56:21] [Beth Smith] Thank you for today -- you provided an excellent balance of strategic vision and focus on what is most important to the organization, the patients/families we serve and our employees. The ongoing bidirectional communication and transparency is allowing us to feel prepared and access to additional resources to get the work done. Thank you for today -- you provided an excellent balance of strategic vision and focus on what is most important to the organization, the patients/families we serve and our employees. The ongoing bidirectional communication and transparency is allowing us to feel prepared and access to additional resources to get the work done.

[2021-01-14 12:56:21] [Mariel Harden] AMAZING advice!!!! AMAZING advice!!!!

[2021-01-14 12:56:22] [Christopher Klock] Thank you Kevin and PMA Thank you Kevin and PMA

[2021-01-14 12:56:29] [Geraldyn Karpiscak] I feel well prepared as a leader and have support here at Princeton and it is great to have the peers across Penn Medicine. One thing important to me now that we are a part of Penn Medicine is effective communication and connection not only internally but with Penn. Today's program was great - similarly it was great when Kevin came and spoke to us here at Princeton (Pre Covid) Looking forward to those days again. I feel well prepared as a leader and have support here at Princeton and it is great to have the peers across Penn Medicine. One thing important to me now that we are a part of Penn Medicine is effective communication and connection not only internally but with Penn. Today's program was great - similarly it was great when Kevin came and spoke to us here at Princeton (Pre Covid) Looking forward to those days again.

[2021-01-14 12:56:31] [sheila Kempf] thank you great discussion thank you great discussion

[2021-01-14 12:56:32] [Adama] Thank you Kevin for your leadership. Free Wharton Classes for leaders. Thank you Kevin for your leadership. Free Wharton Classes for leaders.

[2021-01-14 12:56:33] [Maureen Hetu] Thank you so much for your time, Kevin! Thank you so much for your time, Kevin!

[2021-01-14 12:56:38] [Patty Inacker] I am feeling prepared and confident. Continue to listen to build community. I am feeling prepared and confident. Continue to listen to build community.

[2021-01-14 12:56:39] [Kim Hills] Thank you for allowing us an hour of your very valuable time - this was fantastic!!! Thank you for allowing us an hour of your very valuable time - this was fantastic!!!

[2021-01-14 12:56:39] [Lester Lledo] best leadership talk Kevin...thank you best leadership talk Kevin...thank you

[2021-01-14 12:56:39] [Andrea Bergmann, RN] Thank you very much for all the wise advice! Thank you very much for all the wise advice!

[2021-01-14 12:56:40] [Kelly Gray] Thank you Thank you

[2021-01-14 12:56:40] [Mariel Harden] thank you so much PMA and Kevin. This was a 10/10 forum thank you so much PMA and Kevin. This was a 10/10 forum

[2021-01-14 12:56:40] [Gretchen Kolb] Reminder that anyone can watch this session on Lead Strong: <https://www.med.upenn.edu/uphscovid19education/lead-strong.html>. You can also download the event series to your outlook calendar from the website. Reminder that anyone can watch this session on Lead Strong: <https://www.med.upenn.edu/uphscovid19education/lead-strong.html>. You can also download the event series to your outlook calendar from the website.

[2021-01-14 12:56:43] [JoAnna Koveal] Thank you Kevin for taking time out of your busy schedule to share your thoughts and advice! Thank you Kevin for taking time out of your busy schedule to share your thoughts and advice!

[2021-01-14 12:56:43] [Kellie Wilson] Thank you!! This was great. Thank you!! This was great.

[2021-01-14 12:56:45] [Adrian] Thank you! Thank you!

[2021-01-14 12:56:49] [Judy Venuto] I am always proud to answer the questions "Where do you work?" that I can say I work at Penn Medicine. I am always proud to answer the questions "Where do you work?" that I can say I work at Penn Medicine.

[2021-01-14 12:56:49] [Kathleen Hertkorn] Thank you, Kevin and Cindy...this was so uplifting! Thank you, Kevin and Cindy...this was so uplifting!

[2021-01-14 12:56:49] [kathleen montone] Thank you very much!! Thank you very much!!



[2021-01-14 12:56:50] [Regina Brisitow] Thank you for a great meeting1 Thank you for a great meeting1

[2021-01-14 12:56:52] [Mariel Harden] I learned so much in this past hour I learned so much in this past hour

[2021-01-14 12:56:52] [Robert Vonderheide] and of course Cindy is the best!!! and of course Cindy is the best!!!

[2021-01-14 12:56:54] [amy] this was fantastic, thank you! this was fantastic, thank you!

[2021-01-14 12:56:55] [Iris] Thank you, Kevin!! Thank you, Kevin!!

[2021-01-14 12:56:56] [Kylie Todaro] Loved this session! Thank you! Loved this session! Thank you!

[2021-01-14 12:56:56] [Bryan Oteri] Thank you Kevin. Thank you Kevin.

[2021-01-14 12:56:58] [RP] Thank you! AWESOME! Thank you! AWESOME!

[2021-01-14 12:57:01] [Gretchen Kolb] We value your feedback. Please complete this brief survey to let us know how we could improve these sessions. We value your feedback. Please complete this brief survey to let us know how we could improve these sessions.

<https://survey.pennmedicine.org/s3/1-14-Lead-Strong-Lunch-with-Leaders-Masterclass-on-Leading>

<https://survey.pennmedicine.org/s3/1-14-Lead-Strong-Lunch-with-Leaders-Masterclass-on-Leading>

[2021-01-14 12:57:05] [Karen Sylvester] Thank you for doing this upbeat chat... have a little more pep in my step after listening!! Thank you for doing this upbeat chat... have a little more pep in my step after listening!!

[2021-01-14 12:57:12] [Reina Fleury] Thank you! Thank you!

[2021-01-14 12:57:13] [Ashley Cifarelli] Thank you Kevin! Your thoughts and input are extremely meaningful to Penn Medicine! Thank you Kevin! Your thoughts and input are extremely meaningful to Penn Medicine!

[2021-01-14 12:57:15] [Anastasia] THANK YOU! THANK YOU!

[2021-01-14 12:57:16] [Richard Wender] Thanks Kevin. Your leadership is so meaningful and authentic. Thanks Kevin. Your leadership is so meaningful and authentic.

[2021-01-14 12:57:24] [Cindy Morrisey] Thank you Kevin for your incredible leadership- so proud to be part of Penn Medicine. Please continue to communicate with us- your emails during the pandemic were inspiring. Please share your strategic plans and vision for the future so that we can integrate and contribute. Thank you again!! Thank you Kevin for your incredible leadership- so proud to be part of Penn Medicine. Please continue to communicate with us- your emails during the pandemic were inspiring. Please share your strategic plans and vision for the future so that we can integrate and contribute. Thank you again!!

[2021-01-14 12:57:26] [Lynn Cardona] Thank You Kevin. I am very moved by your authenticity , vulnerability and your honesty Thank You Kevin. I am very moved by your authenticity , vulnerability and your honesty

[2021-01-14 12:57:26] [Kari Mastro] What a wonderful and transparent conversation, Thank you, Kevin! What a wonderful and transparent conversation, Thank you, Kevin!

[2021-01-14 12:57:27] [Gretchen Kolb] dont forget to type in "leave" on your phone to exit Poll Everywhere. You will receive a response that says "you have now left" dont forget to type in "leave" on your phone to exit Poll Everywhere. You will receive a response that says "you have now left"

[2021-01-14 12:57:27] [Rebecca Mountain] I am so proud to be on this team, and really enjoyed this opportunity. The transparency and communication within the health system is much appreciated. I am so proud to be on this team, and really enjoyed this opportunity. The transparency and communication within the health system is much appreciated.

[2021-01-14 12:57:28] [Stephanie Dove-Tieku] Thank you Thank you

[2021-01-14 12:57:29] [Rose Pinckney] Thank you, for taking the time to share your thoughts on leadership. Very informative. Thank you, for taking the time to share your thoughts on leadership. Very informative.

[2021-01-14 12:57:30] [Jamie Howell] A lot of fantastic and inspiring information, thank you so much! A lot of fantastic and inspiring information, thank you so much!



[2021-01-14 12:57:31] [Aimee Ando] Thank you!! Thank you!!

[2021-01-14 12:57:35] [Rebecca Calvani] I feel prepared and supported. I just finished the Future leaders program which i felt was an amazing program. Just listening to this session I found myself becoming emotional . So impactful and makes me proud and honored to work for Penn Medicine. I feel prepared and supported. I just finished the Future leaders program which i felt was an amazing program. Just listening to this session I found myself becoming emotional . So impactful and makes me proud and honored to work for Penn Medicine.

[2021-01-14 12:57:36] [Alicia Brannigan] Outstanding! Thank you for leadership Kevin! Outstanding! Thank you for leadership Kevin!

[2021-01-14 12:57:39] [Paul M] this was great. THANKS! this was great. THANKS!

[2021-01-14 12:57:42] [Gretchen Kolb] We value your feedback. Please complete this brief survey to let us know how we could improve these sessions. <https://survey.pennmedicine.org/s3/1-14-Lead-Strong-Lunch-with-Leaders-Masterclass-on-Leading> We value your feedback. Please complete this brief survey to let us know how we could improve these sessions. <https://survey.pennmedicine.org/s3/1-14-Lead-Strong-Lunch-with-Leaders-Masterclass-on-Leading>

[2021-01-14 12:57:46] [Larry B.] Thanks, Kevin...and, as always, Cindy! Thanks, Kevin...and, as always, Cindy!

[2021-01-14 12:57:48] [Donovan] Introduce recruitment policies that negate the possibility of introducing bias (both implicit and non-implicit) into the process. Although this appears to be the goal, unfortunately this is not in practice in all parts of organization. Introduce recruitment policies that negate the possibility of introducing bias (both implicit and non-implicit) into the process. Although this appears to be the goal, unfortunately this is not in practice in all parts of organization.

Recruitment training is a tool we could use. Recruitment training is a tool we could use.

[2021-01-14 12:57:56] [Betty Craig] Kevin, Thank you for your leadership and insight. Confident with support, resources and well prepared. Kevin, Thank you for your leadership and insight. Confident with support, resources and well prepared.

[2021-01-14 12:57:58] [Jeremy] Prepared and supported, most certainly! Things that would continue our development: drive, and coach people to use Penn Medicine Behavioral Competency model up, down, across, and through the organization. Implementation Just Culture frameworks in our management/HR processes are a tie. Many thanks! Prepared and supported, most certainly! Things that would continue our development: drive, and coach people to use Penn Medicine Behavioral Competency model up, down, across, and through the organization. Implementation Just Culture frameworks in our management/HR processes are a tie. Many thanks!

[2021-01-14 12:58:02] [Susan Weinstein] This was awesome! Thank you This was awesome! Thank you

[2021-01-14 12:58:03] [Jenny Bencardino] Excellent session! Kevin gets the closest to what being a real leader entails! Excellent session! Kevin gets the closest to what being a real leader entails!

[2021-01-14 12:58:08] [Rebecca Calvani] Thank you so much!! this was wonderful! Thank you so much!! this was wonderful!

[2021-01-14 12:58:10] [kathleen ryan] thank you for sharing your thoughts and beliefs! Wonderful thank you for sharing your thoughts and beliefs! Wonderful

[2021-01-14 12:58:11] [Donovan] Great messages Kevin! Great messages Kevin!

[2021-01-14 12:58:12] [ann huffenberger] thank you Kevin; very inspirational thank you Kevin; very inspirational

[2021-01-14 12:58:12] [Melissa Dunlop] Please keep up the conversation of "systemness" between the entities of penn medicine. There is a difference depending which entity we are at that feels like we have too much internal competition. creates work. TY!! Great session. I am inspired! Please keep up the conversation of "systemness" between the entities of penn medicine. There is a difference depending which entity we are at that feels like we have too much internal competition. creates work. TY!! Great session. I am inspired!

[2021-01-14 12:58:12] [Gary Ginsberg] so very proud to be part of this great organization so very proud to be part of this great organization



[2021-01-14 12:58:22] [Staci Pietrafesa] Thank you for such a great session! Thank you for such a great session!

[2021-01-14 12:58:24] [Bernice McPherson] confident and prepared to lead... but need trust of senior leadership, too much is top down.. confident and prepared to lead... but need trust of senior leadership, too much is top down..

[2021-01-14 12:58:25] [antoinette brooke] happy birthday young un happy birthday young un

[2021-01-14 12:58:32] [Susan McGarvey] thank you! thank you!

[2021-01-14 12:58:32] [Dan Marino] Thanks for another great session! Thanks for another great session!

[2021-01-14 12:58:33] [Blessy] Great session! Thank you! Great session! Thank you!

[2021-01-14 12:58:38] [Leena Alex] Thank you Thank you

[2021-01-14 12:58:51] [Deb Welsh] Leading by example is critical. Thank you for sharing your ideas of how you lead by example. "Never sacrifice your personal integrity" is something I will share personally and professionally. Very proud to be part of Penn Medicine. Leading by example is critical. Thank you for sharing your ideas of how you lead by example. "Never sacrifice your personal integrity" is something I will share personally and professionally. Very proud to be part of Penn Medicine.

[2021-01-14 12:59:09] [Bernice McPherson] great leader, great session. great leader, great session.

[2021-01-14 12:59:36] [Liberty Simmons] Great discussion today. Proud to be part of Penn! Great discussion today. Proud to be part of Penn!

[2021-01-14 13:00:38] [Jenny Bencardino] Anti racism starts at home. At the lunch with leaders table. Anti racism starts at home. At the lunch with leaders table.