

EVENT NAME

Lead Strong LIVEcast: Lunch with Leaders

EVENT DATE: THURSDAY, 08 OCTOBER 2020

EVENT BY: MTP 4

EVENT CHAT

[2020-10-08 11:29:40] [Carolyn Hewson] I am in the app

[2020-10-08 11:59:51] [Gretchen Kolb] Welcome to Lunch with Leaders, we will be starting soon and are thrilled to have you with us!

[2020-10-08 12:00:51] [Gretchen Kolb] As you know, we love hearing from you. Please use the chat function to add your comments and feedback throughout the session.

[2020-10-08 12:02:45] [Gretchen Kolb] The recording for this session, other resources and presentations are available via Lead Strong at:

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

[2020-10-08 12:05:07] [Debra Foster] LOL! :)

[2020-10-08 12:05:12] [Ronald Andujar] Love it!

[2020-10-08 12:05:13] [Aneira] ha ha ha!!

[2020-10-08 12:05:16] [Wendy Linda Metz] :)

[2020-10-08 12:05:20] [Debi] Too funny!

[2020-10-08 12:05:21] [Deborah Drayton] LOL!!!!

[2020-10-08 12:05:23] [Kia Newman] AWESOME!

[2020-10-08 12:05:38] [Alicia Brannigan] LOL

[2020-10-08 12:05:58] [Gretchen Kolb] You can also click on the link: [PollEv.com/pennmedicine918](https://www.poll-ev.com/pennmedicine918)

[2020-10-08 12:06:07] [Anna Moran - PPMC Pathology] Strategic Planning: YES! Very important topic

[2020-10-08 12:07:36] [Ronald Andujar] I feel I need to stop watching debates and focus on my inner joy and focus on what's important and what I can control.

[2020-10-08 12:09:33] [Deborah Drayton] motivated

[2020-10-08 12:09:34] [Bridget Ferris] The text didn't work for me. I had to use the link in the chat

[2020-10-08 12:09:35] [Sheila Kempf] I can't get logged into Poll system

[2020-10-08 12:09:44] [Gretchen Kolb] This is where the link will work www.poll-ev.com/pennmedicine918

[2020-10-08 12:09:47] [Tami Montroy] The results program is "tired" too.

[2020-10-08 12:09:56] [Teresa Bailey] the text did not work

[2020-10-08 12:10:04] [Deborah Drayton] no

[2020-10-08 12:10:05] [Ian Soriano] yes

[2020-10-08 12:10:10] [fern nibauer-cohen] yes

[2020-10-08 12:10:10] [Lester Lledo] yes

[2020-10-08 12:10:12] [Marialaina] No

[2020-10-08 12:10:14] [Brielle Hamilton] yes

[2020-10-08 12:10:15] [Monica] yes

[2020-10-08 12:10:16] [Debra Stephen] I am unable to access the poll via text also.

[2020-10-08 12:10:17] [Sheila Kempf] I will try the link

[2020-10-08 12:10:17] [Laurie Clayton] yes

[2020-10-08 12:10:18] [Teresa Bailey] yes

[2020-10-08 12:10:18] [Ronald Andujar] yes

[2020-10-08 12:10:19] [Charlie Magee] yes

[2020-10-08 12:10:19] [Katherine Madonna] Yes!

[2020-10-08 12:10:20] [Sheila Kempf] yes

[2020-10-08 12:10:21] [Kia Newman] YES

[2020-10-08 12:10:22] [Dina Amin] Yes

[2020-10-08 12:10:23] [Bridget Ferris] yes

[2020-10-08 12:10:23] [Danielle Hoffman] yes

[2020-10-08 12:10:24] [Amy Schwartz] yes

[2020-10-08 12:10:24] [Ian Soriano] unable to log onto the system as well

[2020-10-08 12:10:24] [Jessie] not officially

[2020-10-08 12:10:25] [Whitney Hung] yes

[2020-10-08 12:10:26] [Tami Montroy] yes!

[2020-10-08 12:10:27] [Kellie Wilson] No, but we're meeting to decide soon.

[2020-10-08 12:10:29] [Wendy Linda Metz] yes

[2020-10-08 12:10:39] [Melissa] informal

[2020-10-08 12:10:39] [richard wender] not quite sure

[2020-10-08 12:10:41] [Toni Donovan] Yes

[2020-10-08 12:10:41] [Barbara] yes

[2020-10-08 12:10:43] [Austin Williams] Yes, thanks to Carolyn

[2020-10-08 12:10:50] [Patti] yes

[2020-10-08 12:15:38] [Manuj Agarwal] How often do you reassess your strategic plan and at what level?

[2020-10-08 12:16:11] [Gretchen Kolb] For those who have a strategic plan, what were your intentions for developing a strategic plan?

[2020-10-08 12:16:53] [Ronald Andujar] New Leadership

[2020-10-08 12:16:55] [Noelle Banks] Did you include your staff in creating your strategic plan or only leadership?

[2020-10-08 12:16:56] [Ian Soriano] Absence of one when I joined so when I was named section chief, I felt it was important to have one

[2020-10-08 12:17:40] [Lester Lledo] growth of our unit, alignment with our organization's overall program objectives and goals and to formalize our process for being more efficient and effective

[2020-10-08 12:17:59] [Courtney Summers] Our department embarked on a strategic planning process 4 years ago, but since have hired a new Chair. We are currently assessing if there is a need to develop a new strategic plan, or if we can realign and reprioritize what currently exists.

[2020-10-08 12:18:02] [Tami Montroy] I'm new at Penn and feel a common strategy is very important to guide our department's work and stay focused TOGETHER.

[2020-10-08 12:22:33] [Beth Johnston] Penn Medicine is a huge organization. Individual strategic plans need to integrate with the broader organization planning and goals. Can you share some ideas of how a Department, Division, Department can ensure alignment?

[2020-10-08 12:25:51] [Ronald Andujar] I love that idea!

[2020-10-08 12:26:11] [Gretchen Kolb] Great tip to use implementation of the strategic plan as a developmental stretch assignment for high potentials!

[2020-10-08 12:27:18] [Zubair Baloch] Though I am not in the leadership position, think that the strategic plan should be a dynamic rather than a static process and the faculty should play an active role in developing it

[2020-10-08 12:28:14] [Mark Rosen] Is the document Lynn refers to publically available for others to view? Could it be provided "oan request"?

[2020-10-08 12:28:17] [Gretchen Kolb] • What insight and learnings did you have as part of the process?

[2020-10-08 12:28:32] [Tami Montroy] I see the strategic plan as a broad vision and set of overarching goals and objectives. The specifics of what you do specifically to achieve those can change over months, quarters, etc.

[2020-10-08 12:28:51] [Lester Lledo] can you speak to adoption of the "plan" across the organization's members...I know Cindy will go over implementation

[2020-10-08 12:29:19] [Sherine Koshy] Having a management retreat away from the office was really helpful with strategic discussions

[2020-10-08 12:29:23] [Gretchen Kolb] @ Mark Rosen<https://www.pennmedicine.org/-/media/academic%20departments/hematology/strategic%20plan/canfy1922134hemoncstrategicplanbookletsinglepg.ashx?la=en>

[2020-10-08 12:29:39] [Gretchen Kolb] sorry. . .

[2020-10-08 12:29:42] [Gretchen Kolb] <https://www.pennmedicine.org/-/media/academic%20departments/hematology/strategic%20plan/canfy1922134hemoncstrategicplanbookletsinglepg.ashx?la=en>

[2020-10-08 12:30:53] [Ronald Andujar] Should all strategic plans cascade down from the Penn Medicine Strategic Plan to ensure alignment. Is there an Office of Strategic Planning that can facilitate this with a good system for each group to input their plan and report on it?

[2020-10-08 12:31:29] [Ronald Andujar] So that everyone knows where they fit in the plan.

[2020-10-08 12:32:27] [Aneira] Can you share the plan just mentioned, the overarching one from Dr. Larry Jameson?

[2020-10-08 12:33:35] [Nicole Aqui] How did you involve your staff/trainees?

[2020-10-08 12:34:38] [lynn schuchter] we did include staff in developing the plan.

[2020-10-08 12:35:44] [Nicole Aqui] Thanks. No trainees? Too temporary?

[2020-10-08 12:36:35] [fern nibauer-cohen] How to align the strategic plan that was complete pre COVID to coexist with the (innovative) pivots that COVID has brought?

[2020-10-08 12:37:25] [Kia Newman] how do you effectively pull in resistance to become positive or by in and those negative resistance that can effect a team?

[2020-10-08 12:38:25] [Gretchen Kolb] @Aneira <https://lp.pennmedicine.org/som-strategic-planning/reports2?hcmacid=a0iA0000003bqbilAA>

[2020-10-08 12:38:53] [Lester Lledo] how do you deal with late majority of adopters with strategic plans, especially in such a large institution?

[2020-10-08 12:41:04] [richard wender] What are the most common places or reasons where strategic plans fall short or even fail?

[2020-10-08 12:41:19] [Aneira] @Gretchen

[2020-10-08 12:41:22] [Aneira] Thank you!

[2020-10-08 12:42:07] [Gretchen Kolb] Sure thing!

[2020-10-08 12:44:40] [Samantha] How do you effectively align your strategies with technology innovation and what is a good plan to change direction when the strategies are not producing the outcomes anticipated?

[2020-10-08 12:46:02] [richard wender] Thanks!

[2020-10-08 12:47:59] [richard wender] Thanks Jim!

[2020-10-08 12:49:06] [Kerri Celaya] PMA has really great tools. Thank you so much!

[2020-10-08 12:49:39] [Gretchen Kolb] Want to develop your own strategic plan? Make it easy with our toolkit: <http://pennpointplus.uphs.upenn.edu/sites/PMA/strategicplanning/SitePages/Home.aspx> (VPN required)

[2020-10-08 12:49:57] [lynn schuchter] Welcome Richard.

[2020-10-08 12:49:58] [Gretchen Kolb] <http://pennpointplus.uphs.upenn.edu/sites/PMA/strategicplanning/SitePages/Home.aspx>

[2020-10-08 12:51:01] [Kim Hills] Love tools - may need to revisit my plan and get the dust off!

[2020-10-08 12:51:03] [Jesse Tindall] These resources look fantastic!

[2020-10-08 12:51:07] [Laurie Clayton] yes, very helpful

[2020-10-08 12:51:16] [Debi Ferrarello] Wonderful tools to guide us!

[2020-10-08 12:51:19] [Theresa Myers RN] Appreciate all the information and appreciate being included in the invitation to this meeting

[2020-10-08 12:51:21] [Gretchen Kolb] We used this to create a strategic plan for Simulation at Penn Medicine program. It was so helpful! Easier than virtual 5th grade!

[2020-10-08 12:51:22] [Bridget Ferris] These look great! I have my staff and I use the interviewing tool so this is a great addition

[2020-10-08 12:51:22] [Kellie Wilson] The tools are outstanding. Thank you for providing them. I definitely see my team using the tools.

[2020-10-08 12:51:23] [Christine Ciunci] agree thank you

[2020-10-08 12:51:42] [Samantha] Thank you this takes the overwhelming nature Strategic Planning sets

[2020-10-08 12:51:50] [Tami Montroy] Craig is awesome! Good to see him here!

[2020-10-08 12:51:55] [Melissa] thank you!

[2020-10-08 12:51:59] [Gretchen Kolb] More PMA Resources:
 [2020-10-08 12:52:02] [Gretchen Kolb] • Lead strong website:
<https://www.med.upenn.edu/uphscovid19education/lead-strong.html>
 • Leadership pathways:
<http://pennpointplus.uphs.upenn.edu/sites/PMA/leadershiptools/SitePages/Landing.aspx>
 [2020-10-08 12:52:11] [Craig Loundas] Make sure you attend !!!~~!
 [2020-10-08 12:52:13] [Lester Lledo] Thank you everyone
 [2020-10-08 12:52:19] [Malek Kamoun] Great session! Very useful resources
 Thank you!!!
 [2020-10-08 12:52:24] [Amy Schwartz] This was great and helpful! Thank you.
 [2020-10-08 12:52:30] [Gretchen Kolb] To download the series invite for LwL:
www.med.upenn.edu/uphscovid19education/assets/user-content/documents/leading/lunch-with-leaders-livecast.ics
 [2020-10-08 12:52:32] [Kellie Wilson] Woohoo, shout out for PMX!!
 [2020-10-08 12:52:37] [Susan Weinstein] That is tremendously helpful. Thank you for another extremely valuable workshop!
 [2020-10-08 12:53:02] [Jessica Fuller] These are great topics! Thank you
 [2020-10-08 12:53:26] [Manuj Agarwal] Very useful session. Thank you for creating the online resource.
 [2020-10-08 12:53:31] [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/s3/9-24-Lead-Strong-Lunch-with-Leaders-Strategic-Planning>
 [2020-10-08 12:53:52] [Sheila Kempf] this is a great series, thank you
 [2020-10-08 12:53:57] [lynn schuchter] Parts of the heme onc strategic plan is on our web site. Happy to help in any way.
 [2020-10-08 12:53:59] [Kim Hills] Agreed
 [2020-10-08 12:54:01] [Ilene Rosen] @Gretchen the series link did not work. this morning. is it "live" yet
 [2020-10-08 12:54:03] [Tami Montroy] These look great! Thanks Yung Un!! And Cindy and team!
 [2020-10-08 12:54:07] [Beth Johnston] I love how PMA is always thinking about how to scale their support through the development of these tools. So user friendly
 [2020-10-08 12:54:12] [Gretchen Kolb] Don't forget! The recording for this session, other resources and presentations are available via Lead Strong at: <https://www.med.upenn.edu/uphscovid19education/lead-strong.html>
 [2020-10-08 12:54:28] [Fred Squires] Thank you
 [2020-10-08 12:54:31] [Cheng Peng] Thank you!
 [2020-10-08 12:54:33] [Noelle Banks] Thank you
 [2020-10-08 12:54:33] [Alicia Brannigan] Thank you everyone!
 [2020-10-08 12:54:36] [richard wender] Terrific help. Thanks all.
 [2020-10-08 12:54:43] [Kia Newman] Thank you! Learned a lot
 [2020-10-08 12:54:48] [Bridget Ferris] Thank you all! Very helpful
 [2020-10-08 12:54:49] [Barb Todd] great series.
 [2020-10-08 12:54:57] [Daniel Farber] Thanks. Shout out to Carolyn and Cindy!!
 [2020-10-08 12:55:03] [Silvio Manfredo Vieira] Thank you!
 [2020-10-08 12:55:08] [Erin Ticehurst] Thank you!
 [2020-10-08 12:55:10] [fern nibauer-cohen] Thank you. Always so helpful.
 [2020-10-08 12:55:14] [Charlie Magee] thank you
 [2020-10-08 12:55:16] [Josh Lahav] Thank you
 [2020-10-08 12:55:18] [Dave C] Great Session - as always! Thanks Everyone!
 [2020-10-08 12:55:31] [Christine Gasperetti] thank you great session!
 [2020-10-08 12:55:57] [Lisa Figueroa] Thank you!

 PRIVATE CHAT



CHAT WITH: Young Un Cho

[2020-10-08 11:30:53] [Young Un Cho] youngun.cho@pennmedicine.upenn.edu

MODERATOR GROUP CHAT