Welcome to our virtual waiting room!

While you wait for the session to start, please take time to:

1. Familiarize yourself with BlueJeans
2. Check your name- update first and last if incorrect
   - 1 in the picture
3. Visit the chat window
   - 2 in the picture
4. Visit the question & answers window
   - 3 in the picture
Lunch with Leaders LIVECast: Redefining High Potentials

July 15, 2021
Welcome to Lunch with Leaders

- Welcome
- What is Lunch with Leaders?
What’s in the Mail?

What did you enjoy about the last session?

Great session with Roy and Sindhu! They had so many good stories to illustrate their points. You directed them to fill the hour with the maximum amount of information. Thanks for doing this for all of us!

Chris Miller, MD
Director, Penn Dermatology Oncology Center

Realistic tips!
Both speakers were very engaging. I especially liked hearing about heart safe motherhood beginnings.

The concrete examples of thinking "outside the box" - Roy’s data entry solution example of getting rid of the need for data entry instead of making the data entry easier.

The actionable pointers of looking at issue "failures" and roadblocks as points where we're learning as well as items for creative thinking.

Post-event feedback and anonymous comments from the evaluation survey
Indian dance, Arangetram

Performed by our last guest, Sindhu K. Srinivas, MD, MSCE
Professor
Director of Obstetrical Services at the Hospital of the University of Pennsylvania
Vice Chair for Quality and Safety
Physician Lead, Women’s Health Service Line
View the July 8th Book Club Replay!

Click here to view the recording with Adam Grant and Kevin Mahoney

Visit the Penn Medicine Book Club website for recording, podcast, chat and more
Your Are Invited!

September 29, 2021
7 – 8 PM
Invitation to follow!
To received CME/CE credits:

- Text the event code to (215) 398-6728
- Login at https://upenn.cloud-cme.com and enter the event code via My CE/CME >> Claim Credit
- CloudCME app – Institution Code UPENN; enter the event code via Claim Credit

Event Code: 72876

You must have a profile in the system, https://upenn.cloud-cme.com, to get credit.

For further assistance, please contact penncme@pennmedicine.upenn.edu.
Today’s Objectives

- Understand defining characteristics of high potentials
- Learn how the concept has evolved over time and implications now
- Share your strategies on identifying, developing and retaining high potentials and get ideas from others
Participate in Poll Everywhere

#1

![Image of a smartphone with a text message]

New iMessage

To: 22333

#2

What emotions are you feeling today?

Send

pennmedicine918

I

Hi

I'm

q w e r t y u i o p

d f g h j k l

Lunch with Leaders Guests

Mitch Schnall, MD, PhD
Chair, Department of Radiology

Chris Tierney, RN, MSN
Chief Human Resources Officer, PAH

Michelle Weitzman-Garcia, PhD
External expert on Talent Management and Leadership
What emotions are you feeling today?
Potential: The Basics

• Everyone has potential

• Potential is not limited to those in leadership positions; people at all levels in the organization can demonstrate potential (your job is to find those people!)

• You can see and measure potential
  • Strong interest in learning
  • Seek new and challenging situations on a frequent basis
  • Masters new skills quickly
  • Able to articulate their learnings
  • Are driven to succeed

• Performance and Potential are not the same
  • Not all high performers are high potentials
  • Most high potentials are high performers

• A person’s potential needs to match the requirements of the job
Four Components of Potential

Conceptual Complexity & IQ
Intellectual horsepower and the ability to connect the dots

Achievement Drive
Motivation and the Need to achieve

EQ
Emotional Intelligence including foundational interpersonal skills and the ability to adapt to diversity

Learning Agility
The willingness and ability to learn from one’s experiences and apply those lessons.
Tips for Spotting and Managing Potential

When Interviewing…

• Determine how much potential you need in the role.
• Ask questions around Managing Ambiguity, Nimble Learning and Being Resilient.
• Ask “what did learn from that experience?”

When Managing Potential…

• Provide feedback.
• Encourage and allow for more aggressive development while providing a safety net.
• Be patient….there are downsides to people with potential!
Downsides of Potential

- They are not very patient.
- They do not suffer fools wisely.
- They are not rules compliant.
- They get into political trouble.
- They are right before their time - they appear arrogant.
- They are quick to judge others.
- They are a lightning rod for the disgruntled.
- They are easily bored.
- They have high expectations and will leave to get them met.
- They have “go to” people they bring with them to new jobs.
- They are not especially loyal to organizations and are career restless.
- They are faster than others.
- They change things that may not need changing or solve problems just because they can. It’s a sign of an inquisitive mind.
Next Lunch with Leaders LIVECast

5 Tips for Stronger Communications

July 29, 2021 at 12pm

Our guests

• Sean Grady, MD, Physician Director, Neuroscience Service Line
• Debbie Foster, Senior Director, Internal Communications
• Sarah Johnson, Chief Operating Officer, Penn Home at Home
Add the Series to your Outlook!

Upcoming Lunch with Leaders LIVECasts

July 29  5 Tips for Stronger Communications with Sean Grady, MD, Debbie Foster and Sarah Johnson

Meet us back here on September 9th -- Don’t miss the return of Lunch with Leaders LIVE!

Click here or visit Lead Strong Site to add the event series to your Outlook calendar.
Exit Poll Everywhere

New iMessage

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leave