

# 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

## BlueJeans Participant Screen

### Attendee View

(David Lee)

Entry banner alerts Attendee that nobody will be able to see or hear them.

Event title → Sales Kickoff

Speaker Volume →

Mute Speaker →

Full Screen →

Slider bar – drag to change the size of video and content

Exit the event

Main (roster) view 1

Chat w/ everyone 2

Chat w/ Moderator

Questions & Answers 3

Expand side navigation (display Presenter roster)

Settings (choose which speaker to use)

Year	RED	BLUE	GREEN	YELLOW
2004	10	15	20	25
2005	25	30	35	40
2006	40	45	50	55
2007	55	60	65	70
2008	70	75	80	85
2009	85	90	95	100
2010	90	85	80	75
2011	85	80	75	70



# Lunch with Leaders LIVECast: **Redefining High Potentials**

July 15, 2021



# Welcome to Lunch with Leaders

- ▶ Welcome
- ▶ What is *Lunch with Leaders*?

The screenshot shows a web page for Penn Medicine's UPHS COVID-19 Learning resources. The page has a dark blue header with the Penn Medicine logo and a search bar. A red sidebar on the left contains a menu with items like 'Curricula for Clinicians', 'Treatment and Testing Guidelines', 'Infection Control and PPE', 'Quick References', 'Telemedicine', 'Switchboard (PennKey protected)', 'Pennchart Education', and 'Patient and Family Communication'. The main content area is titled 'Lead Strong' and includes a paragraph of text, a 'LEAD STRONG' logo, and a 'Lunch with Leaders' section with a small logo and text.

Penn Medicine UPHS COVID-19 Learning

Search Our Site

Curricula for Clinicians

Treatment and Testing Guidelines

Infection Control and PPE

Quick References

Telemedicine

Switchboard (PennKey protected)

Pennchart Education

Patient and Family Communication

Lead Strong

As a Penn Medicine leader, we truly appreciate all you are doing to navigate these unprecedented times. Whether leading teams on the front lines or adapting to the new virtual environment, each and every one of you have stepped up like never before.

This site is designed to provide ideas and best practices around leading yourself and your team during adversity. Remember that there is a potential for leadership at all levels. Now is the time to take action and make a difference. Use these resources plus your own creativity to design new ways to lead in tough times, great times and everything in between.

**LEAD STRONG**

**Lunch with Leaders**

We are leading in a time of transformation. "Lunch with Leaders" is a one-hour, virtual leadership development series which Penn Medicine leaders can connect and share practical tips for leading effectively. **Please join us live, Thursdays at noon! BYOL –bring your own lunch!**

# 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*

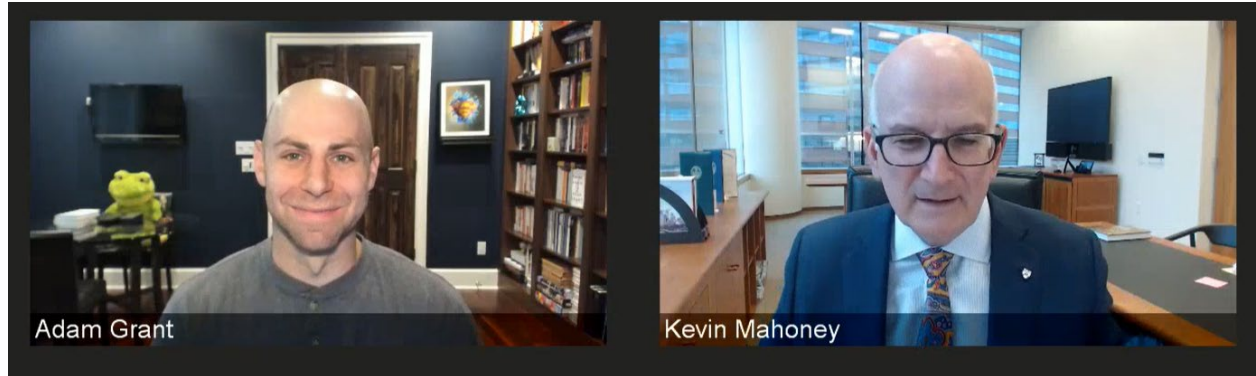
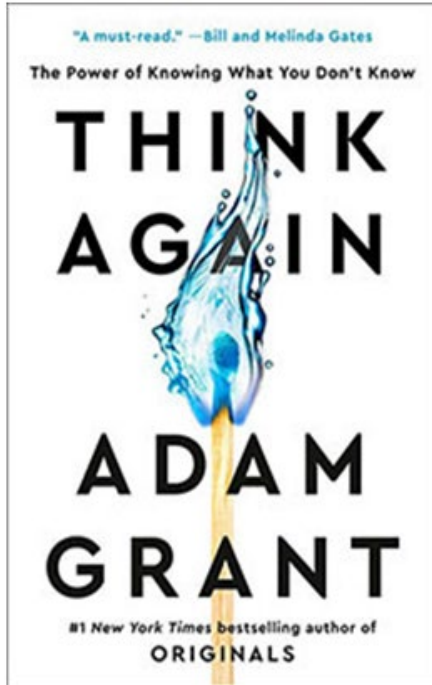
# Penn Medicine's Got Talent!



## 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 8<sup>th</sup> Book Club Replay!



Click [here](#) to view the recording with  
Adam Grant and Kevin Mahoney

# Your Are Invited!



**September 29, 2021**

**7 – 8 PM**

*Invitation to follow!*



## How to Change



The Science of Getting from  
Where You Are to  
Where You Want to Be

**Katy Milkman**

Foreword by Angela Duckworth



# Obtaining CME/CE Credit

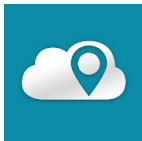
To received CME/CE credits:



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*



# 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**



**#2** What emotions are you feeling today?

# 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?

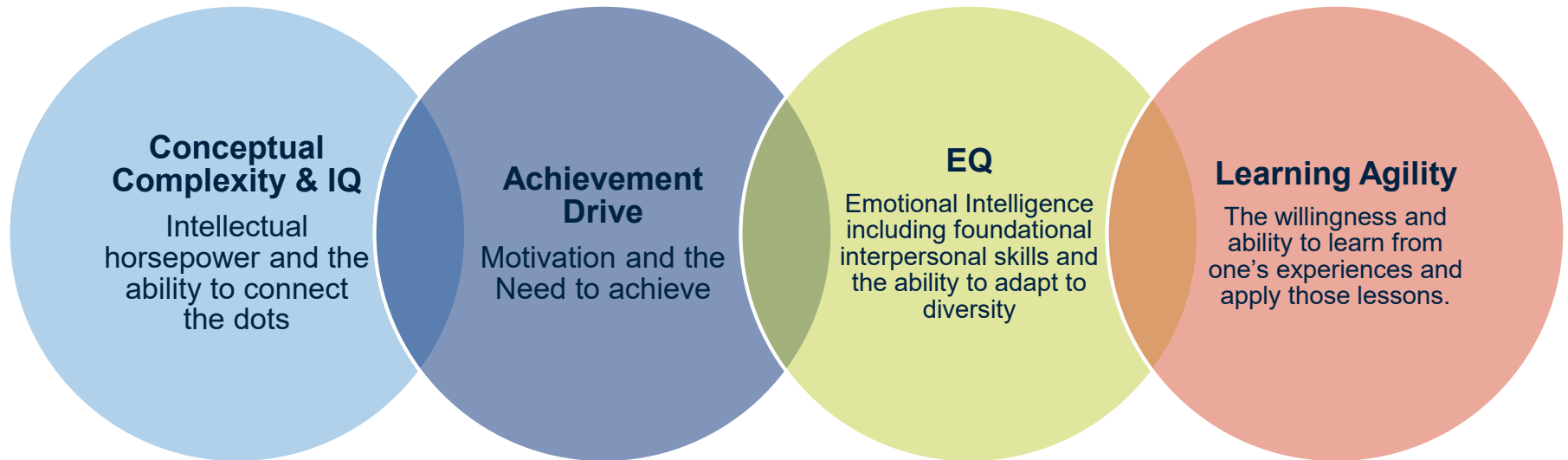
Start the presentation to see live content. For screen share software, share the entire screen. Get help at [pollev.com/app](https://pollev.com/app)

# 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



# 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.





## ***5 Tips for Stronger Communications***

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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 9<sup>th</sup> --  
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

