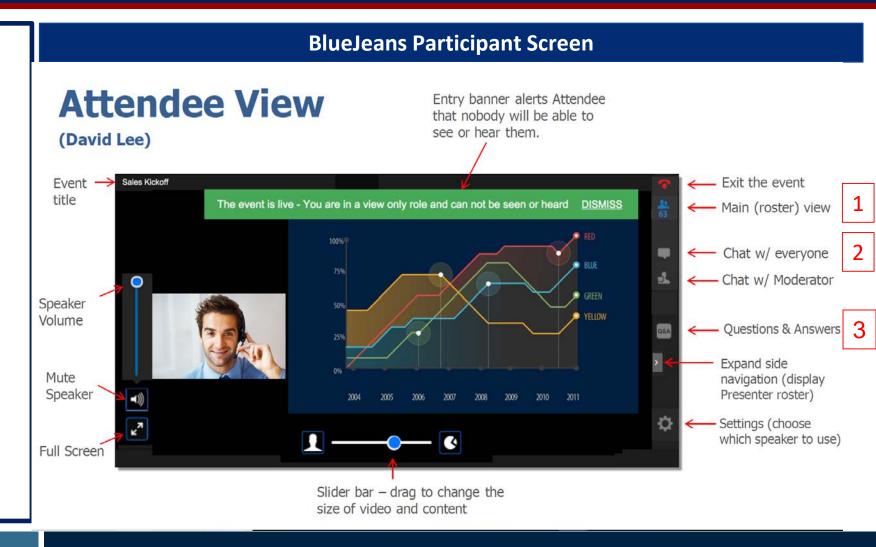
## Welcome to our virtual waiting room!

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

- Familiarize yourself with BlueJeans
- 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: Community Dialogue on Confronting Systemic Injustice

June 4, 2020



## Virtual Meeting Norms

- Actively participate to make this engaging! You have several opportunities:
  - Respond to all polls using your phone.
  - Ask the facilitator questions in the Q&A window unless directed otherwise.
  - Share your experience, add a comment, or ask for clarification using the Chat feature. A moderator will monitor the chat.
  - If there is time, and you would like to share your experience with audio/video,
     raise your hand AND write in the Moderator Chat.

## Today's Agenda

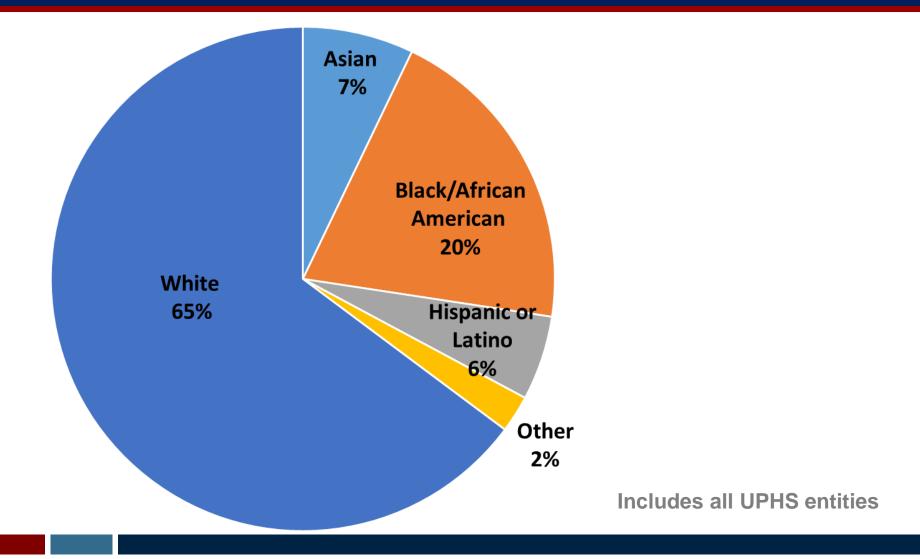
- Welcome
- ► What is *Lunch with Leaders*?
  - Upcoming topics include: Leading with Emotional Intelligence;
     Prioritizing Employees' Mental Health; Facilitating Virtual Meetings/Trainings,



## ▶ Today's Objectives:

- Create a safe space to come together in dialogue with our fellow leader about issues of race and social injustice
- Share our own stories
- Explore what it means to be a leader right now
- Hear more about available resources

## **UPHS** Diversity



## Penn Medicine Competency Model and BE STANDARDS

#### Penn Medicine Behavioral Competency Model



- Strategic Mindset

- \* Develops Talent Developing people to meet bot
- Optimizes Work Processes Plans and Aligns processes to get things done, with a focus, meet commitments aligned with
- Directs Work
- Attracts Top Talent Manages Innovation and Change

Builds Effective Teams

Building strong-identity teams that

Financial Acumen Applying knowledge of

- Mectively building formal and informal eletionship networks i neide and outside the
- Stepping up to address difficult issues, saying what needs to be said.

COMPASSIONATE

of othersthrough honesty.

Recognizing the value that

lifferent perspectives and

cultures bring to an organizatio

Values Differences

Gaining the confidence and trust Building strong

- Manages Conflict Handling conflict situations effectively with
- Anticipating and adopting innovations in business-building digital and technology

patient/oustone

PRESENT

petient centric solutions.

- · Self-Development
- Operating effectively, even when things are not certain or the way forward is not clear.

and methods to solve problems • Communicates Effectively

- Rebounding from setbacks and adversity when facing difficult situations.
- Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodde
- Interpersonal Savvy Relating openly and

EMPOWERED

Using thought, knowledge, logic

Problem Solving

with effective solutions

COLLABORATIVE

with others to meet shared objectives.

Developing and delivering multi-mode

understanding of the unique needs of different

communications that convey a clear

#### ACCOUNTABLE

- Building partnerships and working collaboratively. Holiding self and others accountable
  - Demonstrates Self-Awareness Using a combination offeedback and reflection to gain productive insight im personal strengths and weaknesser



#### COMPASSIONATE

I serve with my head and heart.

#### **PRESENT**

I show up and remain engaged.

### **EMPOWERED**

I drive results with intention.

#### COLLABORATIVE

I partner with unwavering support.

#### **ACCOUNTABLE**

I commit to every single moment.

Level 1 Competencies correspond to BE Standards



## **Discussion Leaders**



Cindy Morgan, MSOD Acting VP UPHS Human Resources



Phil Okala UPHS Chief Operating Officer



Fran Johnston, PhD CEO, Teleos Leadership Institute

## Participate in Poll Everywhere



Respond at PollEv.com/pennmedicine918

Text PENNMEDICINE918 to 22333 once to join, then text your message

## What emotions have you been feeling this week?

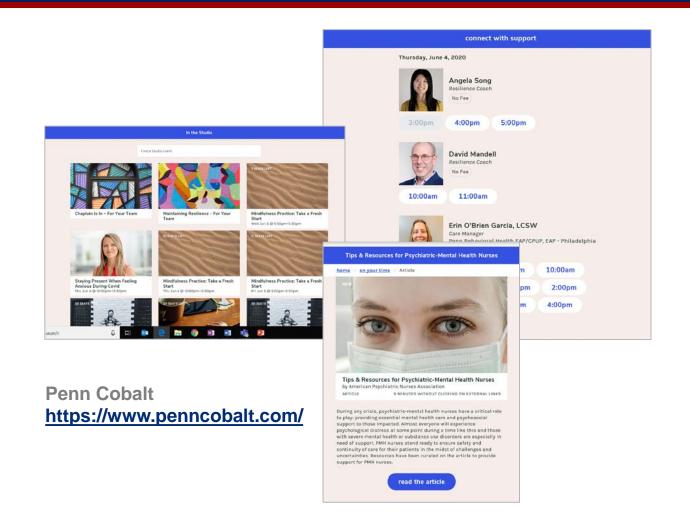
## Exit Poll Everywhere



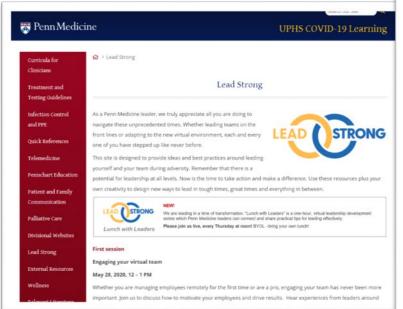
## Penn Medicine Together and Penn Cobalt



Penn Medicine Together
<a href="https://www.med.upenn.edu/PennMedicineTogether/">https://www.med.upenn.edu/PennMedicineTogether/</a>



## Resources



Visit the <u>Lead Strong site</u> with curated leadership articles, resources and weekly tips.



#### Useful articles/books/websites:

- Maintaining Professionalism In The Age of Black Death Is....A Lot (Medium)
- Check in on Your Black Employees, Now (NY Times)
- <u>Destructive Power of Despair</u> (NY Times)
- COVID-19's effect on minority-owned small businesses in the United States (McKinsey)
- White Fragility: Why It's So Hard for White People to Talk About Racism (Robin DiAngelo)
- Penn Medicine Health equity website

#### E-learning:

- Inclusion, Diversity and Cultural Humility
- Center for Health Equity Advancement

## Upcoming Lunch with Leaders Livecast

Next week, we will discuss:

# Leading with Emotional Intelligence!

June 11, 2020 at 12pm

## Other upcoming topics include:

- Prioritizing employee's mental health, 6/18
- The Five Secrets to Successful Virtual Meetings & Training, 6/25

