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
2021: Lead EVEN Stronger

December 17, 2020

1 Nursing contact hour awarded.
Penn Medicine Nursing is an approved provider of continuing nursing education by the Pennsylvania State Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation. Approval # 124-3-H-15.
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.

*Please note that the session will be recorded*
Welcome to Lunch with Leaders

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

**What did you enjoy about the last session?**

I love the weekly opportunity to see you and learn something new each week during "Lunch with Leaders." You are an amazing host and your guests have been phenomenal. It was especially nice today to meet some of the new leaders and get a sense of their perspectives.

Fern Nibauer-Cohen
Director, Patient Engagement and Program Development, Radiation Oncology

“Inspiring”

“Candor and authenticity”

It was refreshing to hear that even our leaders have fears and always strive for greatness.

Folks own their humanity... and share/expose it with great humility... it speaks directly to why PENN is such a strong community.

Anonymous comments from the evaluation survey
What’s New: Cobalt

How to Prevent Pandemic Fatigue Ahead of the Holidays

Right now, the PennCOBALT team is focused on helping our community cope with this unusual holiday season. Reserve a seat in Rev. Claudia Smith’s mindfulness session. Hear Dr. Thea Gallagher and Simcha Zevit, HUP Staff Chaplain discuss strategies for managing grief during this time. Listen to powerful narratives by fellow Penn Community members on the frontlines. And as always, please take advantage of our one-on-one sessions with experts in resilience, spirituality, stress, and more.

To subscribe to The Cobalt Weekly, text your email address to (267) 702-6456

To access a clickable version of this Weekly, scan this QR code or visit: penncobalt.com/news/doc14
What’s New: LinkedIn Learning

- Managing Up Virtually as an Employee, LinkedIn learning ID: 83005
- Asking for Feedback as an Employee, 83025
- Presenting to Senior Executives, 83028
- SmartThinking: Overcoming Complexity, 83039
- Using Feedback to Drive Performance, 83002
- Preparing to Lead: Developing Mental Toughness in Yourself, LinkedIn learning ID: 83050
- Creating a Connection Culture, 83029
- Fostering Belonging as a Leader, 83023
- Managing for Results, 83031
- Change Leadership, 83139
Today’s Objectives

- Reflect on 2020 and key lessons learned
- Do a retrospective on Lunch with Leaders 2020
- Think about our approach to leading at Penn Medicine in 2021
#1 Participate in Poll Everywhere

#2 What emotions are you feeling today?
Lunch with Leaders Guests

Chris Miller, MD
Director, Penn Dermatology Oncology Center

Tami Montroy
Central Fee Abstraction Director, Corporate Finance

Corinna Sicoutris, MSN
Director, Advance Practice Providers
What emotions are you feeling today?
## Lunch with Leaders in Numbers

<table>
<thead>
<tr>
<th><strong>14</strong></th>
<th><strong>6,067</strong></th>
<th><strong>7,711</strong></th>
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<tbody>
<tr>
<td>LIVECasts</td>
<td>Total views</td>
<td>Hits since May 6 On the website</td>
</tr>
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</table>

### Most viewed:

- **Highest number of participants in the LIVECast:** 966
  - Community Dialogue on Racial and Social Injustice with Phil Okala
- **Average per session:** 404
- **Most viewed replays:** 150
  - Top Tips for Performance Reviews with Michelle Weitzman-Garcia & Gretchen Kolb

### Number of participants to evaluation survey

- **307**

### Highest overall rating

- **91%**
  - Attitude of Gratitude: Recognizing and Rewarding your Team

### Highest relevance rating

- **96%**
  - Coping with Yourself and Others During Stressful Times

### Most engaging rating

- **100%**
  - Top Tips for Meaningful Performance Reviews During Challenging Times
Penn Medicine Lunch with Leaders LIVECast

LIVE NOW!

- Tara Collins
- Andrea Bergmann, RN
- Caitlyn Manning
- Carrie Wahl
- Cherie Lee
- Craig Katz
- Craig Loundas
- Daniela O'Keefe
- Danielle Heffner
- Demetrio Carbonell
- Eric Trumbower
- Jessica Fuller
- Lovely Geevarghese
Penn Medicine Lunch with Leaders LIVECast

LIVE NOW!

THANK YOU ALL FOR YOUR SUPPORT!

- Beth Johnston

Leaderboard

ALL RIDERS (192)
TOTAL OUTPUT

Distance 118 MILES
Speed 20 MPH
Cadence 102 RPM
Output 800 WATTS
Total Output 685
Resistance 22 PERCENT

Lunch with Leaders
Who said, "Be so good they cannot ignore you"?

Dr. Jason Christie

Monica Heuer

Dr. Kristy Weber

Scott Schlegel
Who said, "Disconnecting on the weekends and after hours help give others "permission" to do the same for better work life balance and greater effectiveness overall"?

Laura Porter
Dr. Deb Driscoll
Phil Okala
Dr. Dan Feinberg
Who said, "I tried to popularize a new technique to address zoom fatigue. Why can't we stop meetings 10 mins early?"

Michael Restuccia  A

Dr. Nina O'Connor B

Sandra Jost, PhD C

Dr. Bob Vonderheide D
Who said, "Don't be afraid to ask questions. There are a lot of people willing to help."

Beth Johnston  A
Dr. Jim Metz    B
Joan Doyle     C
Dr. Dan Yoshor D
Who said, "Nothing keeps me up at night."?

Dr. Lynn Schuchter

Keith Kasper

Dr. Michael Ripchinski

Michelle Volpe
**Bonus question:** Who said, "I was 5 when I started at Penn Medicine."

<table>
<thead>
<tr>
<th>Name</th>
<th>Option</th>
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<tbody>
<tr>
<td>Dr. Mike Posencheg</td>
<td>A</td>
</tr>
<tr>
<td>Mike Cella</td>
<td>B</td>
</tr>
<tr>
<td>Dr. Jody Foster</td>
<td>C</td>
</tr>
<tr>
<td>John Sestito</td>
<td>D</td>
</tr>
</tbody>
</table>
Lunch with Leaders Testimonials

Charlie Magee
Division Program Manager, Hematology-Oncology

Danielle Heffner, MHA, BBA
Director Program Development and Service Line Integration, Penn Medicine Heart and Vascular Services, Pennsylvania Hospital

Jessica Fuller MSN RN CCRN NE-BC
Nurse Manager, Neuro Intensive Care Unit, HUP

Sherine Koshy
Corporate Director HIM, Corp HIM Admin
What do Resolutions Look Like in 2021?

- 71% intend to focus on learning life skills or practical goals
- 70% plan to “check in” with themselves, rather than setting harsh deadlines
- 68% want to focus on experiences rather than traditional resolutions
- 65% plan on “intentions” rather than resolutions

Top 8 Planned New Year’s Resolutions for 2021:

1. Improve overall wellness (63%)
2. Save more money for future expenses (62%)
3. Have a more positive outlook (58%)
4. Get in better physical shape (56%)
5. Better budget finances (54%)
6. Create a new good habit (53%)
7. Spend more time with family (53%)
8. Other (53%)

- Improve overall wellness
- Save more money for future expenses
- Have a more positive outlook
- Get in better physical shape
- Better budget finances
- Create a new good habit
- Spend more time with family
- Other
New Year’s Resolutions

PHILADELPHIA MARATHON

SMART

Specific
Measurable
Attainable
Relevant
Time Based

Delete “Facebook”?
Deleting this app will also delete its data.

Cancel
Delete
My New Year Intent: Be Kind to Self and Others

• Give one compliment a day.
• Write down one thing I am grateful for every night.
• Perform a random act of kindness at least once a week.
• Start meetings by “checking in”.
• Connect with the people who matter.
• Remove myself from negativity or situations that makes me feel lousy.
• Talk 25% Less, Listen 25% More.
thank you
<table>
<thead>
<tr>
<th>#</th>
<th>Date</th>
<th>Topic</th>
<th>Presenters</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5/28/2020</td>
<td>Leading Virtual Teams</td>
<td>Lea Rubini, Craig Loundas, Jen Rader</td>
</tr>
<tr>
<td>2</td>
<td>6/4/2020</td>
<td>Community Dialogue on Racial and Social Injustice</td>
<td>Phil Okala, Fran Johnston</td>
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<td>3</td>
<td>6/11/2020</td>
<td>Leading with Emotional Intelligence</td>
<td>Fran Johnston</td>
</tr>
<tr>
<td>4</td>
<td>6/18/2020</td>
<td>Coping with Yourself and Others in Stressful Times</td>
<td>Dr. Jody Foster</td>
</tr>
<tr>
<td>5</td>
<td>6/25/2020</td>
<td>Top Tips for Meaningful Performance Reviews During Challenging Times</td>
<td>Gretchen Kolb, Michelle Weitzman-Garcia</td>
</tr>
<tr>
<td>6</td>
<td>7/16/2020</td>
<td>The Five Secrets to Successful Virtual Meetings &amp; Training</td>
<td>Dr. Bob Vonderheide, Jen Rader</td>
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<tr>
<td>7</td>
<td>7/30/2020</td>
<td>Managing Throughout a Crisis</td>
<td>Dr. Jason Christie, Dr. Nina O'Connor</td>
</tr>
<tr>
<td>8</td>
<td>9/10/2020</td>
<td>Being a Resonant Leader</td>
<td>Dr. Deb Driscoll, Fran Johnston</td>
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<tr>
<td>9</td>
<td>9/24/2020</td>
<td>Dream Careers Realized</td>
<td>Dr. Kristy Weber, Monica Heuer, Scott Schlegel, Gretchen Kolb</td>
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<td>10</td>
<td>10/8/2020</td>
<td>Strategic plan: Facing an Uncharted Future with Focus</td>
<td>Dr. Jim Metz, Dr. Lynn Schuchter, Carolyn Hewson</td>
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<tr>
<td>11</td>
<td>10/22/2020</td>
<td>Penn Medicine Experience: How to Deliver a Great Patient Experience Now</td>
<td>Michele Volpe, Dr. Michael Ripchinski, Mike Cella, Sandy Jost, Craig Loundas,</td>
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<td>12</td>
<td>11/5/2020</td>
<td>Financial Acumen at Penn Medicine</td>
<td>Keith, Joan Doyle, Beth Johnston</td>
</tr>
<tr>
<td>13</td>
<td>11/19/2020</td>
<td>Attitude of Gratitude: Recognizing and Rewarding your Team</td>
<td>Dr. Dan Feinberg, Laura Porter, Michael Restuccia, Susan Sterkenberg</td>
</tr>
<tr>
<td>14</td>
<td>12/3/2020</td>
<td>Onboarding New Penn Medicine Leaders</td>
<td>John Sestito, Dr. Elizabeth Howell, Dr. Daniel Yshor, Dr. Michael Posencheg</td>
</tr>
</tbody>
</table>
Upcoming Lunch with Leaders LIVECast

Special Edition!

Masterclass on Leading with Kevin Mahoney

January 14, 2021 at 12pm
Add the Series to your Outlook!

Upcoming Lunch with Leaders LIVECasts in 2021

- **Jan 14**  Masterclass on Leading with Kevin Mahoney
- **Jan 28**  Next Steps for Eliminating Racism, Bias and Inequity
- **Feb 11**  The Updated Penn Medicine Blueprint

Click [here](#) or visit [Lead Strong Site](#) to add the event series to your Outlook calendar.
Exit Poll Everywhere