

# 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)

The event is live - You are in a view only role and can not be seen or heard DISMISS

# 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.

# Welcome to Lunch with Leaders

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

The screenshot shows the Penn Medicine UPHS COVID-19 Learning website. The header includes the Penn Medicine logo and a search bar. The main content area is titled "Lead Strong" and features a red sidebar with navigation links: 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 text welcomes Penn Medicine leaders and provides information about the "Lunch with Leaders" program, which is a one-hour, virtual leadership development series held on Thursdays at noon. The "LEAD STRONG" logo is prominently displayed.

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?*

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



THE COBALT

## How to Prevent Pandemic Fatigue Ahead of the Holidays

[home](#) > [on your time](#) > Video



**How to Prevent Pandemic Fatigue Ahead of the Holidays**  
by Cheddar  
VIDEO 8 MIN

Thea Gallagher, Assistant Professor of Clinical Psychiatry, University of Pennsylvania joins Cheddar to discuss pandemic fatigue ahead of the holidays.

[watch the video](#)

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.

NEW

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/dec14](https://penncobalt.com/news/dec14)



**Holding Space Before Moving Forward**  
December 16, 2020, 12:00 PM

[reserve a seat](#)



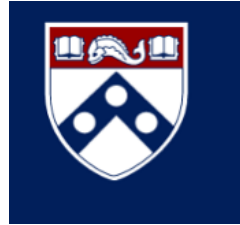
**Managing Grief During the Pandemic Holidays**  
by Dr. Thea Gallagher & Simcha Zevit

VIDEO

23 MIN

[watch the video](#)

# 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](#)
- ▶ Smart Thinking: 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

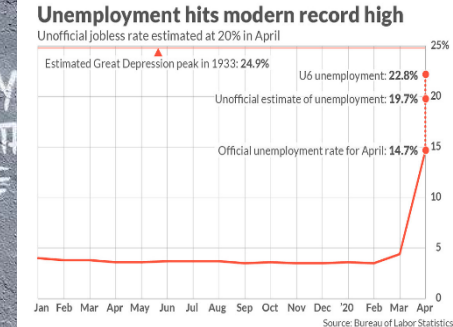
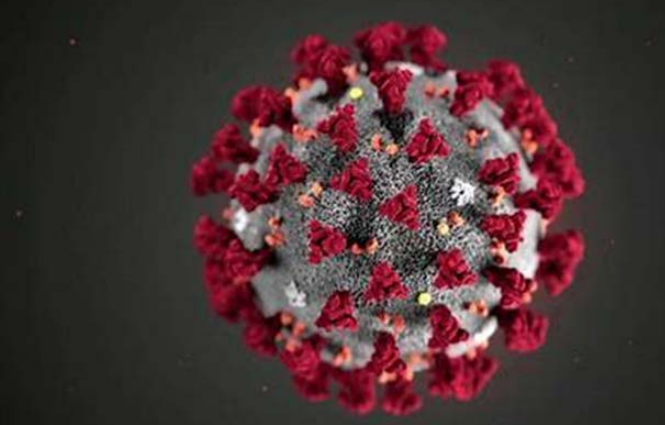
- ▶ Reflect on 2020 and key lessons learned
- ▶ Do a retrospective on Lunch with Leaders 2020
- ▶ Think about our approach to leading at Penn Medicine in 2021

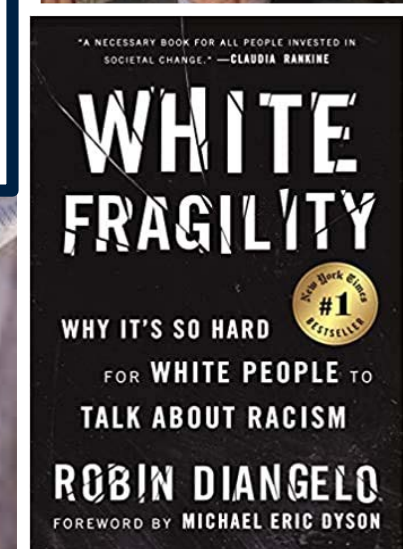
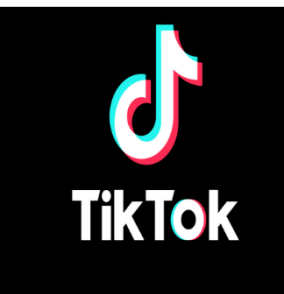
# Participate in Poll Everywhere

**#1**



**#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



**14**  **6,067** *Total views*  
*LIVECasts*  
**404** *average per session*  **7,711** *Hits since May 6 On the website*

## Most viewed:

*Highest number of participants in the LIVECast:* **966** *Community Dialogue on Racial and Social Injustice with Phil Okala*  
**415** *Being a resonant leader with Dr. Deb Driscoll and Fran Johnston* 

*Most viewed replays* **150** *Top Tips for Performance Reviews with Michelle Weitzman-Garcia & Gretchen Kolb*

**307** *Number of participants to evaluation survey* 

 *Highest overall rating* **91%** *Excellent* *Attitude of Gratitude: Recognizing and Rewarding your Team*

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 *Highest relevance rating* **96%** *Very relevant* *Coping with Yourself and Others During Stressful Times*

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 *Most engaging rating* **100%** *Very engaging* *Top Tips for Meaningful Performance Reviews During Challenging Times*

# Penn Medicine Lunch with Leaders LIVECast



## Leaderboard



ALL RIDERS (192)



TOTAL OUTPUT

- 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




LIVE NOW!

# Penn Medicine Lunch with Leaders LIVECast






1:40:31  
Left




BPM 155




Distance  
118  
MILES

Speed  
20  
MPH

Cadence  
102  
RPM



Output  
800  
WATTS



Total Output 685

Avg 700 Max 900


Resistance  
22  
PERCENT

## Leaderboard


ALL RIDERS (192) TOTAL OUTPUT

- Beth Johnston

THANK YOU ALL  
FOR YOUR  
SUPPORT!



*Lunch with Leaders*



LIVE NOW!

# 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 **A**

Dr. Deb Driscoll **B**

Phil Okala **C**

Dr. Dan Feinberg **D**

**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."?

Dr. Mike Posencheg **A**

Mike Cella **B**

Dr. Jody Foster **C**

John Sestito **D**

# 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%**

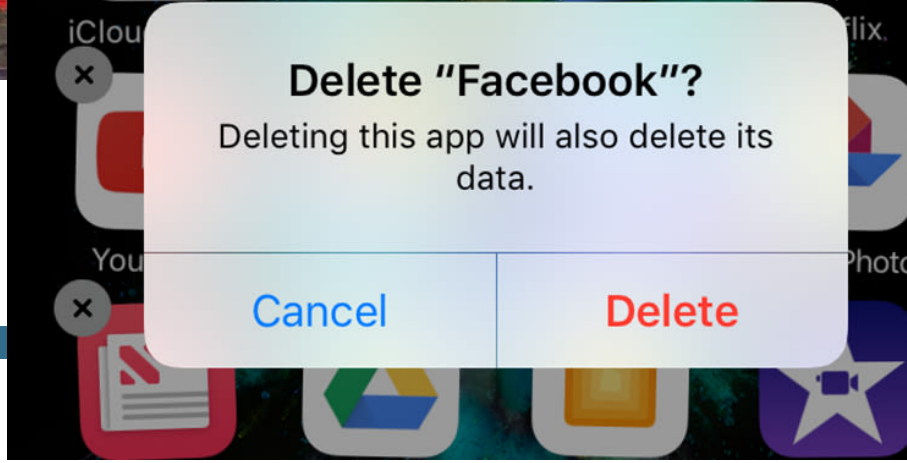
plan on “intentions” rather than resolutions



## Top 8 Planned New Year's Resolutions for 2021



# New Year's Resolutions



# 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.





# Visit Lead Strong Site to View Past Recordings

#	Date	Topic	Presenters
1	5/28/2020	Leading Virtual Teams	Lea Rubini, Craig Loundas, Jen Rader
2	6/4/2020	Community Dialogue on Racial and Social Injustice	Phil Okala, Fran Johnston
3	6/11/2020	Leading with Emotional Intelligence	Fran Johnston
4	6/18/2020	Coping with Yourself and Others in Stressful Times	Dr. Jody Foster
5	6/25/2020	Top Tips for Meaningful Performance Reviews During Challenging Times	Gretchen Kolb, Michelle Weitzman-Garcia
6	7/16/2020	The Five Secrets to Successful Virtual Meetings & Training	Dr. Bob Vonderheide, Jen Rader
7	7/30/2020	Managing Throughout a Crisis	Dr. Jason Christie, Dr. Nina O'Connor
8	9/10/2020	Being a Resonant Leader	Dr. Deb Driscoll, Fran Johnston
9	9/24/2020	Dream Careers Realized	Dr. Kristy Weber, Monica Heuer, Scott Schlegel, Gretchen Kolb
10	10/8/2020	Strategic plan: Facing an Uncharted Future with Focus	Dr. Jim Metz, Dr. Lynn Schuchter, Carolyn Hewson
11	10/22/2020	Penn Medicine Experience: How to Deliver a Great Patient Experience Now	Michele Volpe, Dr. Michael Ripchinski, Mike Cella, Sandy Jost, Craig Loundas,
12	11/5/2020	Financial Acumen at Penn Medicine	Keith, Joan Doyle, Beth Johnston
13	11/19/2020	Attitude of Gratitude: Recognizing and Rewarding your Team	Dr. Dan Feinberg, Laura Porter, Michael Restuccia, Susan Sterkenberg
14	12/3/2020	Onboarding New Penn Medicine Leaders	John Sestito, Dr. Elizabeth Howell, Dr. Daniel Yoshor, Dr. Michael Posencheg

# Upcoming Lunch with Leaders LIVECast

***Special Edition!***

## ***Masterclass on Leading with Kevin Mahoney***

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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

