

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	20	30	40	50
2006	30	40	50	60
2007	40	50	60	70
2008	50	60	70	80
2009	60	70	80	90
2010	70	80	90	100
2011	80	90	100	110

Lunch with Leaders LIVECast: Dream Careers Realized

September 24, 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.

Click [here](#) to obtain your contact hours.

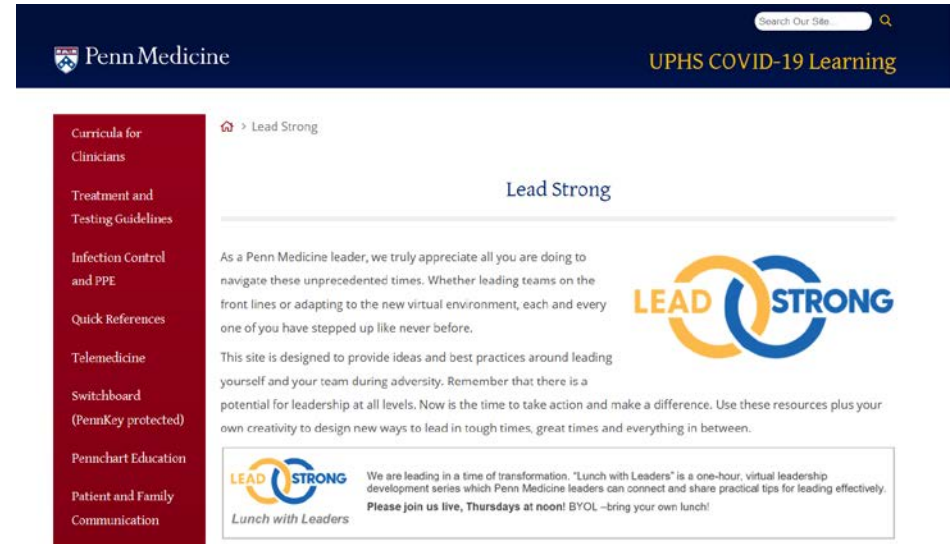
Virtual Meeting Norms

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 website interface. At the top left is the Penn Medicine logo. At the top right is a search bar labeled "Search Our Site" and the text "UPHS COVID-19 Learning". Below the search bar is a breadcrumb trail: "Home > Lead Strong". The main heading is "Lead Strong". The left sidebar contains a menu with the following items: "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 contains the following text: "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." followed by "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." To the right of this text is the "LEAD STRONG" logo, which consists of two interlocking circles, one yellow and one blue. Below the text is a box containing the "LEAD STRONG" logo and the text: "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! Lunch with Leaders".

What's in the Mail?

“

“Being a Resonant Leader” really hit home for me. I heard discussions about **real life issues I personally am experiencing and they really meant a lot to me**. I also appreciated the comments others were leaving which helped me to realize that what I am experiencing is not alone and is being felt by others too.

As my first attended Lunch with Leaders, it was a very good experience. Thank you all again for doing this for us.

David Cluck, Assistant Director of Rehabilitation, PT Fern Hill, Chester County Hospital



“I would **keep it to an hour**. Some wanted 50 mins but if you can't take an hour to be a better leader for yourself and your team then you are missing the point. This is more important than another task or meeting.”

Anonymous evaluation survey comment

”

Today's Objectives

- ▶ Understand how to develop yourself and build a meaningful career at Penn Medicine
- ▶ Share best practices for developing those who work for you so they can manifest their dream careers too
- ▶ Learn more about the PMA resources for developing yourself and others
- ▶ Make #PennMedicineDreamCareersRealized a “thing” (I kid!)

Participate in Poll Everywhere

#1



#2 What emotions are you feeling today?

Lunch with Leaders Guests



Kristy Weber, MD
Vice-Chair of Faculty
Affairs, Department of
Orthopedic Surgery



Monica A. Heuer
Chief Administrative
Officer, Heart and
Vascular Service Line



Scott Schlegel
VP, Regional Physician
Group, PMMG



Gretchen Kolb
Director, Learning
Innovation, PMA

What emotions are you feeling today?

Navigate your career



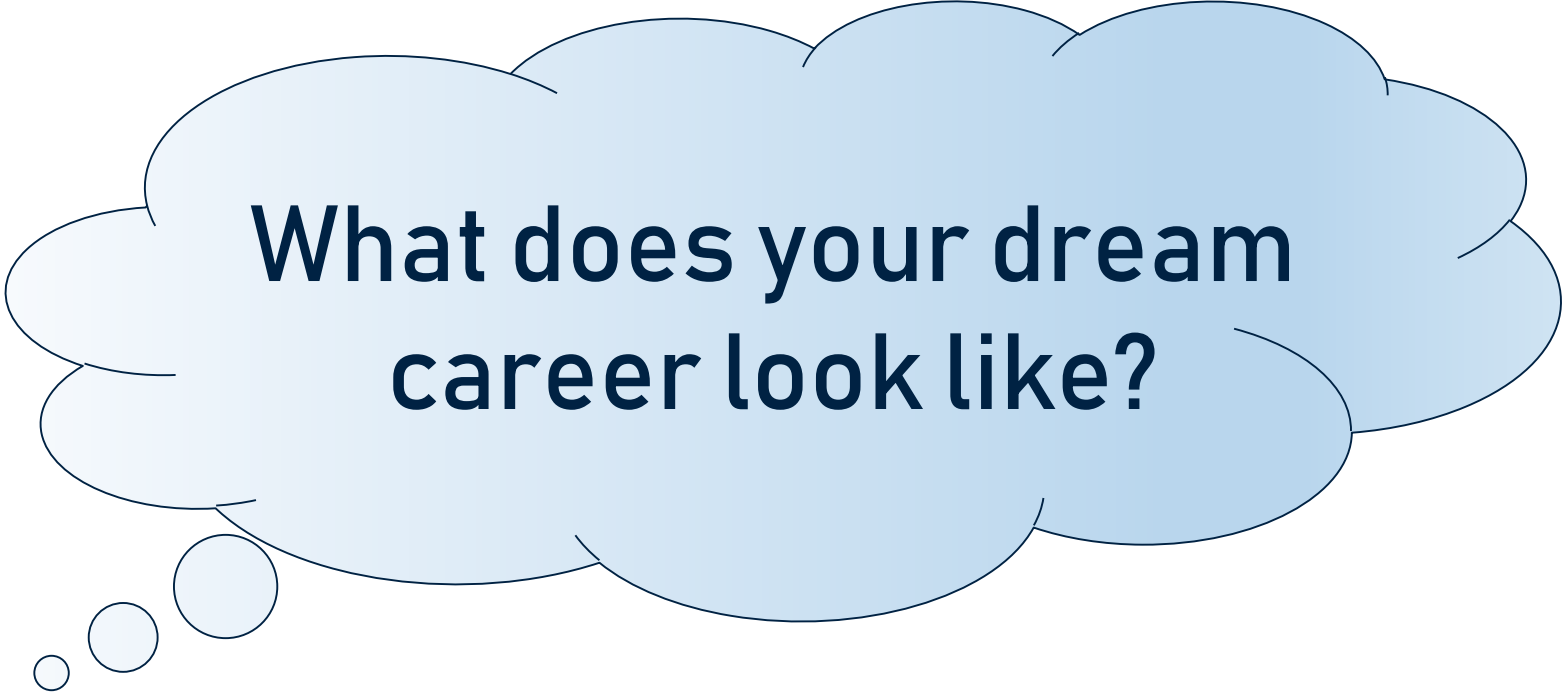
At Penn Medicine, we strive to grow talent from within.

We value varied and broadening development experiences.

There is no “one” career path, it can be navigated in any direction.

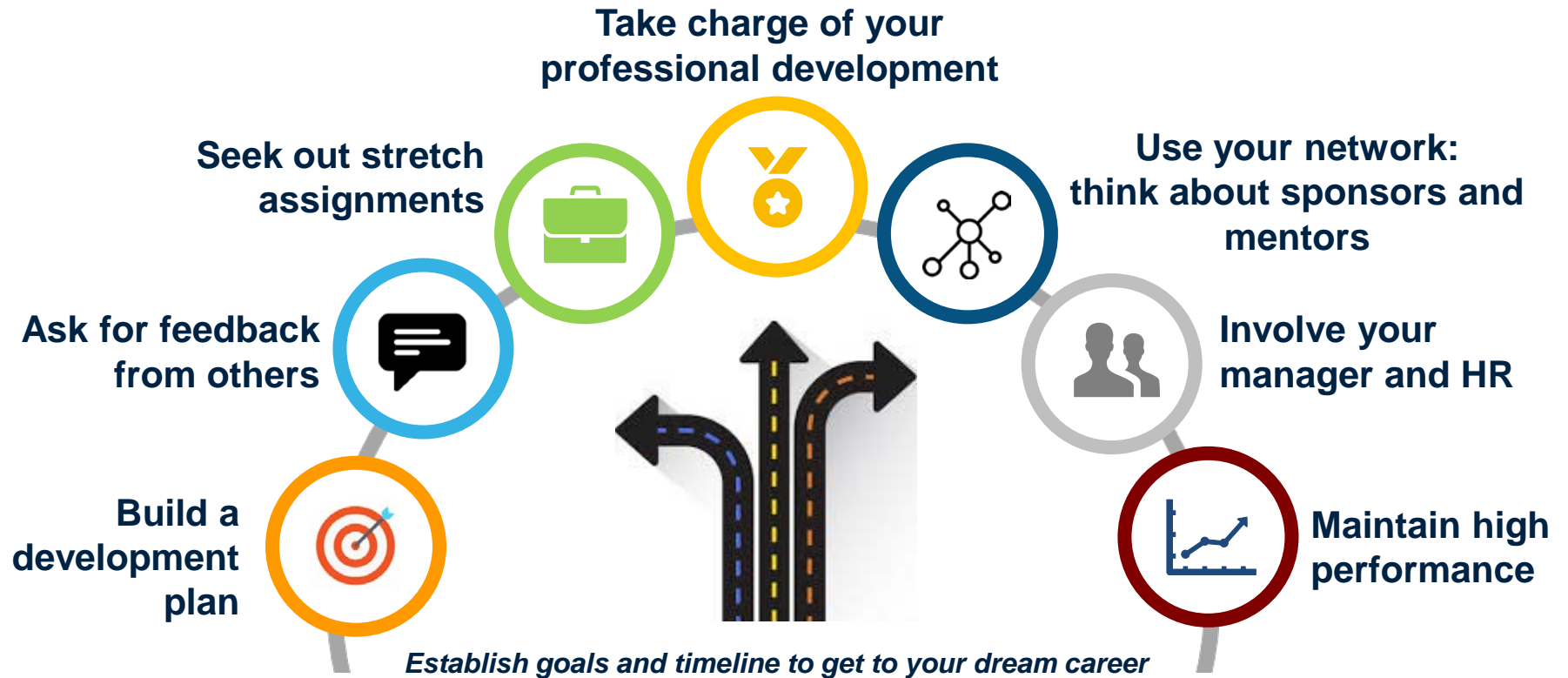
You own your career!

Ask yourself. . .



**What does your dream
career look like?**

7 Steps to realizing your dream career



Develop the Talent of Others

- ▶ Have career conversations
- ▶ Build development plans, including stretch assignments
- ▶ Provided feedback
- ▶ Encourage professional development
- ▶ Facilitate connections

Develops Talent: Developing people to meet both their career goals and the organization's goals.

Needs Development	Skilled	Talented
<ul style="list-style-type: none"> • Doesn't take time to work on development of others • Is a check-the-box developer; goes with the easiest option to fulfill talent development obligations • Doesn't make use of available organization resources and systems to develop others • Has difficulty identifying developmental moves or assignments 	<ul style="list-style-type: none"> • Places a high priority on developing others • Develops others through coaching, feedback, exposure, and stretch assignments • Aligns employee career development goals with organizational objectives • Encourages people to accept developmental move 	<ul style="list-style-type: none"> • Views talent development as an organizational imperative • Consistently uses multiple methods to develop others • Stays alert for developmental assignments both inside and outside own workgroup • Readily articulates the value and benefits of stretch assignments to others

Penn Medicine Name: _____
 Part D: Career and Development Goals for the Upcoming Year

After career exploration and professional development goals for the upcoming year: _____

SHORT-TERM GOALS:
 Do you want to stay and excited to continue growing in current role?
 Would you like to be considered for a new role in the next 12 months? Please specify.
 When would you like to be in a 2.0 position? Please specify.

MID-TERM GOALS:

LONG-TERM GOALS:

PROFESSIONAL DEVELOPMENT GOALS:
 List any short- or long-term goals for the year ahead? Questions to consider:
 Where are your opportunities for continued development in your current role?
 Which are your opportunities for development or exposure to the role in which you expect?
 How can you leverage the work of the coming year to help you continue to develop?
 What are the stretch assignments, cross-functional training, mentoring or awards for next time feedback that might assist your learning?

DEVELOPMENTAL GOALS (K1):

DEVELOPMENTAL GOALS (K2):

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Resources

The screenshot shows the Penn Medicine UPHS COVID-19 Learning 'Lead Strong' page. It features a navigation menu on the left with categories like 'Articles by Clinician', 'Treatment and Testing Guidelines', 'Infection Control and PPE', 'Quick Reference', 'Scholarship', 'Infectious Education', 'Patient and Family Communication', 'Infectious Care', 'Infectious Medicine', 'Lead Strong', 'Current Education', and 'Webinars'. The main content area is titled 'Lead Strong' and includes a 'LEAD STRONG' logo. Text on the page discusses the importance of leadership during the COVID-19 pandemic and provides resources for leaders.

Visit the [Lead Strong site](#) with curated leadership articles, resources and tips

The screenshot shows the PMA Leadership Tools page. It features a header with the PMA logo and a main image of a woman smiling. The page is titled 'PMA Leadership Tools' and includes a 'Loading Others' section. The content focuses on providing leadership tools and resources for managers.

Check out our [Leadership pathways](#) on:

- [Having development conversations](#)
- [Developing high potentials](#)

The screenshot shows the 'Hello, [Jane] [Smith]' Development Planning Tool page. It features a header with the user's name and a main image of a woman. The page is titled 'Hello, [Jane] [Smith]' and includes a 'Get Started' section with 'My Plans' and 'My Team's Plans' tabs. The content focuses on providing a development planning tool for managers.

Use the [Development Planning Tool](#)

- For yourself and those you manage

The screenshot shows the 'Individual Contributors' Career Exploration Resources page. It features a header with the title 'Individual Contributors' and a main image of a woman. The page is titled 'Individual Contributors' and includes a 'What we have to be true is that feedback assessments after paid higher levels of engagement, which can have a positive impact on your experience and results.' section. The content focuses on providing career exploration resources for individual contributors.

Access [Career Exploration Resources](#)

- [Conducting a job search](#)
- [Writing a resume](#)
- [Preparing for an interview](#)



Strategic Planning: Facing an Uncharted Future with Focus

October 8, 2020 at 12 pm

*Guest
speakers*

- Jim Metz, MD, Chair, Radiation Oncology
- Lynn Schuchter, MD, Chief, Division of Hematology Oncology
- Carolyn Hewson, Sr. Organizational Development Consultant, PMA

Exit Poll Everywhere

