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: 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.

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

‣ Welcome

‣ What is 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!)
#1 Participate in Poll Everywhere

#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?
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

1. Build a development plan
2. Seek out stretch assignments
3. Ask for feedback from others
4. Take charge of your professional development
5. Use your network: think about sponsors and mentors
6. Involve your manager and HR
7. Maintain high performance

Establish goals and timeline to get to 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.

<table>
<thead>
<tr>
<th>Needs Development</th>
<th>Skilled</th>
<th>Talented</th>
</tr>
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<tbody>
<tr>
<td>• Doesn’t take time to work on development of others</td>
<td>• Places a high priority on developing others</td>
<td>• Views talent development as an organizational imperative</td>
</tr>
<tr>
<td>• Is a check-the-box developer; goes with the easiest option to fulfill talent development obligations</td>
<td>• Develops others through coaching, feedback, exposure, and stretch assignments</td>
<td>• Consistently uses multiple methods to develop others</td>
</tr>
<tr>
<td>• Doesn’t make use of available organization resources and systems to develop others</td>
<td>• Aligns employee career development goals with organizational objectives</td>
<td>• Stays alert for developmental assignments both inside and outside own workgroup</td>
</tr>
<tr>
<td>• Has difficulty identifying developmental moves or assignments</td>
<td>• Encourages people to accept developmental move</td>
<td>• Readily articulates the value and benefits of stretch assignments to others</td>
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Visit the **Lead Strong site** with curated leadership articles, resources and tips

Check out our **Leadership pathways** on:
- Having development conversations
- Developing high potentials

Use the **Development Planning Tool**
- For yourself and those you manage

Access **Career Exploration Resources**
- Conducting a job search
- Writing a resume
- Preparing for an interview
Upcoming Lunch with Leaders LIVECast

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