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
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*
Obtaining CME/CE Credit

To received CME/CE credits:

‣ Text the event code to (215) 398-6728 (NEW!)

‣ Login at https://upenn.cloud-cme.com and enter the event code via My CE/CME >> Claim Credit

‣ CloudCME app – Institution Code UPENN; enter the event code via Claim Credit

Event Code: 72476

You must have a profile in the system, https://upenn.cloud-cme.com, to get credit

For further assistance, please contact penncme@pennmedicine.upenn.edu.
Welcome to Lunch with Leaders

- Welcome

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

What did you enjoy about the last session?

The topics have been excellent. More sessions similar to today’s session (3/25/21). I think it was one of the best that I have seen so far.

The connection and partnership between Michael and Tom and honesty they brought.

Frequent dialogue with clear, honest communication

The dynamic duo were terrific!

Marianne Incmikoski
Chief of Staff
Department of Medicine

Anonymous comments from the evaluation survey
Nominate Lunch with Leaders Guests!

We are listening. We want to hear from you.

Nominate a leader to future Lunch with Leaders!

Via this week’s Lunch with Leaders session evaluation survey:  Click here for the link
Unconscious Bias Training

Congratulations

Penn Medicine Team Goal Metrics:
(as a % of all Penn Medicine faculty, students and staff)

| Threshold: 80% | Target: 85% | High Performance: 90% |

ENTITY

TOTAL COMPLIANCE
April Session: Motivation

Leading yourself:
Learn how to identify your intrinsic motivations and use them to be even more effective at work
Tuesday, April 13th, 9:00AM
Wednesday, April 14th, 2:30PM

Leading others:
Learn how to tap into your employees’ motivations to build an even more engaged team
Tuesday, April 13th, 2:30PM
Wednesday, April 14th, 9:00AM

Coming up in May: Career Conversations
Today’s Objectives

- Learn how to plan for transition and off boarding
- Identify tips for ensuring smooth off boarding, transition and onboarding for yourself and your team
- Hear leadership stories and insights on how leaders have navigated their journeys
- Connect with others and share ideas on how to plan for transitions, keep things stable for the team and support each other
Participate in Poll Everywhere

#1

To: 22333

#2

What emotions are you feeling today?
Lunch with Leaders Guests

Jan L. Bergen
Former President & Chief Executive Officer, LGH

Charmaine Rochester
DHA, CPA, FACHE
Chief Financial Officer, LGH

Gretchen Kolb, MS
Director, Learning Innovation, HR/PMA
What emotions are you feeling today?
New Pathway to Help You!

**BREAKING NEWS ALERT**

**NEW!**
Transition and off-boarding leadership pathway

All transition and off-boarding process, tools and resources curated in one place!
Managing Employee Transition and Off-boarding

**DISCUSS**
- Have the conversation

**COMMUNICATE**
- Communicate transition
- Conduct stay interviews

**PLAN**
- Capture job knowledge
- Create transition plan
- Define and request replacement role
- Follow transition policy

**REFLECT**
- Conduct exit interview
- Recognize and celebrate

**REPLACE**
- Identify candidates
- Craft interview process
- Build onboarding plan

Link to [Transition and off-boarding pathway](#)
Leadership Pathways including Onboarding

PMA Leadership Pathways

Link to Onboarding Pathway
Leadership Pathways

Resources curated into one, easy to navigate, step-by-step pathway to address common questions

**Leading Self**
Enhancement of key skills in leading self, providing exposure to leadership and exploring career possibilities

- Dream Careers Realized

**Leading Others**
Focused on leading others and building strong teams

- Developing High Potentials
- Engaging High Potentials at Risk of Leaving
- Promoting a Feedback Rich Environment
- Having More Development Feedback Conversations
- Managing Underperforming Employees
- Making the Performance Review more Productive
- Leading Engaging Virtual Meetings and Training
- Leading a Virtual Team Successfully
- Talking about Diversity and Inclusion with Your Team
- Setting a New Team up for Success
- Setting New Employees up for Success
- Managing Offboarding and Transition Planning
- Creating Customized Leadership Development Activities for my Team

**Leading the Business**
Fundamentals of developing business and financial acumen to support foundational leadership passage

- Understanding the Economics at Penn Medicine (in development)
- Telling a Story with Data (in development)

Website: Leadership Pathways
Managing Difficult Conversations Now

April 22, 2021 at 12pm

Our guest: Catherine Morrison, JD
A renowned, external speaker on negotiation and conflict management
Add the Series to your Outlook!

Upcoming Lunch with Leaders LIVECasts

April 22  Managing Difficult Conversations Now with Catherine Morrison, JD

May 6    Spotlight on New Executives with James Demetriades and John Herman

May 20   Growing Up Penn Medicine with Peter Quinn, MD, and Lori Gustave

Stay tuned for more!

Click here or visit Lead Strong Site to add the event series to your Outlook calendar.
Exit Poll Everywhere

New iMessage

To: 22333

leave

I Hi I'm
q w e r t y u i o p