

### **APPD LEAD Participant Perspectives**

A truly wonderful and transformative experience that made me feel more deeply connected to the organization, mentors, peers, and myself. Can't thank APPD and the council enough for the enormous time and energy they put into making each year a remarkable experience that builds on itself and culminates in a tested and exceptional curriculum.

- Catherine Michelson, MD, MMSc (Cohort 6)

I consider my time in the APPD Lead program as an important milestone in my career. The faculty is absolutely top notch and the content is not only important to this stage of my career, but so sparsely taught in the medical field. Meeting other cohort members who share my interests or may be in my same predicaments was a highlight of my time. Through APPD I've now built friendships with colleagues across the country with whom I now have a precedent of trust and collaboration. In addition, participation in APPD Lead has shown leadership in my own institution my passion and commitment to medical education and marked me as a local leader the field.

- Howard Hsu, MD (Cohort 6)

I am really grateful that I had the opportunity to participate in the APPD LEAD program. This opportunity arose just at the time I was ready to move my career in medical education forward, but I didn't have the necessary tools. Through the APPD LEAD program, I learned about research in medical education, program and curriculum development and evaluation, leadership and management. But even better, I met a great group of people who will be lifelong colleagues and friends. Thanks so much for this opportunity.

- Jennifer Barker, MD (Cohort 6)

I treasured my time as a participant in APPD LEAD. The faculty are all highly skilled, highly experienced, personable mentors and coaches who brought their varied real world expertise (and humor) to each session and conversation. They created a safe, trusting, challenging at times, and fun learning environment in which we could take a deep look at ourselves as leaders and scholars. The curriculum was really well developed and flowed seamlessly. I learned more in this course about myself than in any other faculty development course.

I also highly value the relationships I formed with my peers in my cohort - these are people I called on and will continue to call on in the future for personal and professional support. I am so thankful to count these wonderful individuals as part of my support network. As a result of participation, I feel even more connected to APPD as an organization and know that I have found my people and my home as a residency medical educator.

I just wish it was longer!

- Sarah Hilgenberg, MD (Cohort 6)

Participating in LEAD was a wonderful experience. It was invigorating personally and professionally and helped me re-engage as a fellowship program director. Even better, as I move into a new role as residency program director, I feel better prepared and assured that I have a wonderful group of colleagues who will give me support and advice anytime I need it!

- Megan McCabe, MD (Cohort 5)

LEAD Cohort 5 (the best of all the cohorts, allegedly) was a thoroughly enjoyable experience.

I was immersed in leadership and educational research training along with a gang of brilliant, engaging physicians. I was challenged to improve my performance in conflict management, to share my adventures in curricular development, and to reconstruct methods of resident assessment. The impact has been immediate. Apart from the development of a novel project, I gained access to scholarly collaborations with physicians at my own and other institutions. I have introduced new curricular components based directly on the things I learned with LEAD. The mentorship provided by the LEAD council has been invaluable. I feel more energized to serve my residency. I feel more empowered to enact meaningful change. I feel

more connected to the experiences of others to help fill gaps in my own experience. The investment of time, effort, and finances has been minor compared to the outcomes. I strongly recommend LEAD training for all educational leaders in Pediatrics. I will strongly endorse for leaders at my own institution to apply for LEAD training. I am thankful for having been granted the opportunity.

- Bob Brooker, MD (Cohort 5)

My experience with the LEAD program has been a vital and invaluable part of my professional development, not only from the aspect of skills development and taking my educational research to the next level, but also because of the relationships developed over the course of the year. The personal investment that the faculty and you and your fellow cohort members make into each other makes all the difference. It is something I know I will look back on and point to as a turning point in my career.

- Michelle Barajaz, MD (Cohort 4)

It was great to learn practical concepts and new educational techniques that will enhance our ability to teach pediatric residents. It was reassuring to learn that so many of us have the same challenges and concerns, no matter our background or the type of residency we work for. It was so helpful to share ideas and experiences with a motivated group under the supervision of leaders in pediatric education. Without question this program is just as relevant for anyone starting out in their academic career as it is for someone with many years in academic practice.

- Robert Dabrow, MD (Cohort 4)

Thank you to the LEAD Council and members of my cohort for pushing me and encouraging me to pursue scholarly activities. Thank you for continually having the confidence in me that I may not have always seen in myself. Thank you to the LEAD Council and members of my cohort for being a support in my life - the support, encouragement, and compassion I received from members of the council and members of my cohort was overwhelming. Thank you for helping me achieve some of my goals, always being a source of support, and introducing me to some amazing people who I admire both professionally and personally. The program you run is amazing and I am proud to have been a part of the LEAD family. For me, LEAD was a bright spot and continues to be one of the most rewarding experiences of my career.

-Brian Lurie, MD, MPH (Cohort 3)

I remain so thankful to LEAD for the skills and the lifelong friends I acquired in the program. LEAD not only gave me the tools to succeed professionally but also the personal confidence to step into positions and tasks I otherwise might not have felt ready to embrace. I highly encourage anyone considering LEAD to take the leap – if nothing else, you will have the opportunity to be inspired by amazing colleagues both on the Council and in your Cohort.

-Casey Hester, MD (Cohort 3)

I applied for LEAD because it sounded like a program that would expand my understanding of my role as an APD and boost my leadership and teaching skill sets. I also never figured I'd be chosen. I was shocked and slightly horrified when I received my "Congratulations to LEAD Cohort 3" email- What had I gotten myself into? I dutifully did all my pre-reading, blocked my schedule for the 3 meetings and hopped on a plane last summer for our first meeting in San Diego. LEAD and the people involved- both the mentors and participants quickly became a huge part of my academic and personal life. I have been inspired to expand my teaching and leadership and feel more confident and secure in both areas. I was pushed beyond my comfort zone academically and exceeded my expectations. I met role models who care deeply about Pediatrics and how we educate our learners. I met new friends from across the country who continue to enrich me. I was approached by another APD this spring, questioning whether to apply to LEAD and I answered with a resounding YES! My only regret is that it ended.

-Pam Dietz, MD (Cohort 3)

I benefited tremendously from LEAD in so many ways. The opportunity to learn from and network with others APPD members was invaluable. The curriculum was truly comprehensive, covering so many areas which were directly relevant to my career growth as a medical educator. The faculty is just remarkable—a group of master educators who are role models in their content knowledge, in their commitment to LEAD, and in their mentorship of the participants. Each moment of each session was incredibly useful, both because the content was well researched and presented, but also because the faculty demonstrated innovative educational techniques as they delivered the material. I have achieved some career goals in the months since completing the LEAD training, and would credit the opportunity to participate in this great program for my success.

--Kate Perkins, MD, PhD (Cohort 3)

I think that the biggest things that LEAD did for me was provide me with significant mentoring relationships outside of my institution. This has supported me in doing more scholarship in the last 2 years than that I have done in the first six years combined! I think that being a member of LEAD cohort two has opened up significant doors, not only in my own institution, but on a national level. I really appreciate the opportunity!

--Amanda Osta, MD (Cohort 2)

The LEAD Program is a wonderful resource for program directors and APD's with a serious commitment to education. For me, it represented the first time in nearly 10 years of practice, where knowledge and skills were invested in me to enhance my transition from teacher to educator. Participation in the program also impressed upon me my responsibility to demonstrate educational scholarship and to innovate, or at least attempt to advance the field of graduate medical education. As a byproduct of my participation, I have two educational studies nearing completion and a third in the planning stages. For my LEAD faculty, I hope to generate an excellent return on investment and would recommend the program highly to anyone seriously committed to medical education.

--Joy D. Howell, MD (Cohort 2)

I found this to be a great experience—it pulled back the curtain on many things in medical education for me, prepared me for some challenges at work, and gave me a great network of colleagues. Participating in LEAD was a growth experience and still fun!

- Laura Koenigs, MD (Cohort 1)

I strongly believe that participating in the first APPD LEAD cohort has enabled me to be a more effective leader and educator. The knowledge gained and experiences from LEAD helped me develop the confidence to step forward into further leadership and professional development roles. What I treasure most about the APPD LEAD experience are the relationships I made. Having a network of colleagues from around the country that support and encourage each other is an amazing gift!

Thanks!

PS: Cohort 1 Rules!!

-Jay Homme, MD (Cohort 1)

The LEAD program provided me with a good foundation in leadership skills and has definitely served to enhance and shape my career as a clinician-educator and as a researcher.

-Angela Myers, MD, MPH (Cohort 1)

As a LEAD participant I have had the opportunity to be exposed to leaders in pediatric education who have provided guidance, mentoring and support while challenging me to expand my role as leader in pediatric education.

-Stephanie Dewar, MD (Cohort 1)

The APPD LEAD scholars program has provided me with the necessary knowledge and skills for academic educational development. The first and most important element was the core curriculum that covered a breadth of topics from preparing a CV to personal leadership styles. These topics filled in the necessary skills and knowledge that are essential to early career productivity and not routinely taught in a systematic fashion during GME training or early faculty development. Second, the small group format provides a venue for group problem solving and peer mentoring that enhances the process. My experience as a LEAD scholar has provided the core knowledge, skills and experience necessary for my faculty development as an educator.

-Geoffrey Fleming, MD (Cohort 1)

I know I have benefitted from what I have learned in the LEAD Program. It is a unique program because it focuses on specific, high-yield skills necessary to run a training program. The skills are practical and can be implemented immediately in my program. The fellows in my program have noticed a significant difference in many aspects of our program since I have been participating in LEAD. The LEAD program has allowed me to learn from national experts and just as importantly, meet other program directors from around the country looking to develop their skills as well.

-Joe Cernich, MD (Cohort 1)

The leaders who implemented the LEAD program within APPD have created a very effective and pragmatic leadership development program within academic pediatrics and medical education. It has been a privilege to participate in the inaugural cohort and interact and work with national colleagues and leaders in pediatric education. Current and aspiring leaders in pediatrics should apply to participate in this new program.

--Chad Brands, MD (Cohort 1)

There may be multiple reasons why we responded "yes" to our Chairs when asked to become program directors; there may be even days now that we can't remember those reasons, or they have changed. But one thing that seems to be in common is our passion for resident/fellow education and wanting to be a mentor for the next generation of pediatrics. As a program director of a little over two years, I needed assistance in channeling this passion for leadership in resident education. LEAD has given that direction for me. Like maybe some of you, I was going from one evaluation form to another and trying to learn the requirements that were changing faster than I could keep up. I found that this process was passion-draining. With LEAD, there became a cohesiveness to the process. Faculty development, annual educational reviews, resident and faculty scholarly activity (including my own research projects), resident feedback, and drawing of boundaries now all fit under the same umbrella rather than being individual duties on a checklist. Plus, LEAD has given me the time to take part in a national creative venue for new ideas and passions for resident education. Although the course work is rigorous and demanding, the time spent with the excellent faculty and the other members of LEAD has been career awakening!

-Keith Mather, MD (Cohort 1)

LEAD has been invaluable. As Program Directors, we are busy taking care of residents, faculty, and the Program itself. LEAD gave me tools to do these tasks better, but also tools to take care of myself--time management, career progress, and conflict management. But the very best LEAD benefit is the circle of colleagues (participants and teachers) that I got to know and can call on for advice in the future.

-Susie Buchter, MD (Cohort 1)

APPD LEAD really rejuvenated my efforts and my enthusiasm about my job as a program director. I don't see the change as a hurdle but opportunity and progress. And, of course, making new friends is a bonus. Thank you.

-Renuka Verma, MD (Cohort 1)