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Fellowship Program Director Mentorship Program

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Goals & Objectives

- To create/foster a community of peer mentorship to enable FPD to problem solve and develop professionally.
- By the End of this session:
 - Participants will Identify for themselves
 - Their most pressing area of professional development for the coming year
 - A problem or issue within their program that they want to problem solve or brainstorm during this APPD meeting.
 - Participants will Identify a peer “buddy” with which to attend and reflect upon this current APPD meeting.



Tools

Notecard A

- Take notes about your partner
- Leave the back blank for notes during the rest of the APPD sessions this week.

Notecard B

- Take notes about yourself
- Leave the back blank for notes during the rest of the APPD sessions this week.



Find Your Partner

- (5 minutes) Divide into pairs of partners.
- Give a quick introduction to your partner and visa versa
 - Who you are
 - Where you work
 - Exchange electronic contact information
 - And any other interesting piece of information
 - TAKE Notes about your partner on **Notecard A** or tablet or smartphone (you will use this card later in the session)



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Areas for Development of a FPD

- (5 Min) Brainstorming Session as a group.
- What are the major areas/themes for development as Program Directors.



Areas Identified by the FPD Committee

- General Leadership
 - Self Awareness
 - Personality “types”
 - Leadership Styles
 - Managing People/Skills
- Leading Change
 - Creating a Vision
 - Messaging Change
 - Building a Team
- Interpersonal Skills
 - Conflict Resolution
 - Mentorship/Coaching
- GME Administrative Basics
 - Know the Regulations
 - Understand the Changes
 - Recruitment
 - Discipline and Remediation
- Education Specifics
 - Curriculum Development
 - Program & Learner Assessment
 - Education Innovation
 - Faculty Development
- Career Advancement
 - Path to Promotion
 - Documenting Activities



Identify Your Area of Focus

- Take 5 minutes and write down (on **Notecard B**) **your** most immediate area of focus for improvement as a program director and what you hope to achieve over the next 6-12 months.
 - Try to use SMART goals
 - Specific
 - Measurable
 - Attainable
 - Relevant
 - Timely
- Take 5 minutes and pair share this as partners. (write down your partner's area of focus on **Notecard A**)



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Small Group Activity

- (10 Min) In a small group at each table, Identify and List resources that could be used as solutions to the areas for development identified by the group.
 - A group leader will report these to the larger group as a whole.



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Resource List

- (5 min) Report back of resource lists identified.



Identify an Area of Focus

- (5 min) Identify a Program issue you would like to problem solve while here at APPD. (eg, how to form a CCC, how to create a new evaluation/assessment tool). Write it down (**Notecard B**). Be specific.
- (5 min) Share the issue with your partner. (take notes about your partner **Notecard A**)



Commit To Change

- Make an effort to attend general sessions and sit with your partner.
 - Share your experiences/thoughts together. Take Notes on the back of **Notecard A**
 - Relate new knowledge to problem solving/resource identification to meet your partner's needs.
- Make the electronic connection with your partner to allow for the ongoing sharing of ideas after leaving the meeting.
- Follow up with your partner and their progress in 6 months. Plan a quick call to share experiences and lessons learned.