



TEXAS A&M UNIVERSITY
School of Medicine

LEADERS IN ACADEMIC MEDICINE PROGRAM (LAMP)

ABOUT

The **Leaders in Academic Medicine Program (LAMP)** is an exceptional opportunity for you, as a Texas A&M School of Medicine faculty or staff member, to invest in your personal and professional development. Rooted in the Texas A&M University core values, this program will equip you with the knowledge, skills, and abilities necessary to lead and manage within the rapidly changing healthcare landscape.

You'll gain a foundation for effective leadership, helping you to promote collaboration, innovation, and excellence in academic medicine, patient care, research, and service.

PROGRAM DESIGN

LAMP is explicitly tailored to our needs as academic medicine professionals, providing you with the tools you need to excel in leadership roles.



Core Values

- EXCELLENCE** - An unwavering desire and commitment to greatness
- INTEGRITY** - Doing the right thing regardless of the circumstances or personal consequences
- LEADERSHIP** - Inspiring others to follow through the strength of one's character
- LOYALTY** - Dedication to our nation, our state, our university, our families and those institutions and values which we individually hold dearest
- RESPECT** - Earned through the consistency of character
- SELFLESS SERVICE** - Giving of one's self for the greater good, without regard to personal gain or recognition

As part of a close cohort, you'll build a collaborative community across the School of Medicine. Throughout the program, you'll gain a deep understanding of the challenges facing academic medicine leaders today and how to navigate them successfully. By participating in a cohort-based program, you'll also have the opportunity to network with leaders and peers across Medicine, learning from their experiences and building lasting relationships.

PROGRAM OVERVIEW

This 10-month leadership program begins with a three-day launch workshop in College Station. As a participant, you'll have a ½ day online seminar and an online group coaching session each month. The program concludes with a three-day landing workshop back in College Station. Throughout the program, you'll also create a leadership portfolio and have the opportunity to interview and shadow with leaders.

The essential skills for LAMP participants were identified through surveys, in-person interviews, and workshops with the Texas A&M Center for Executive Development, Medicine faculty, and staff. The program uses a blend of workshops, self-reflection, coaching, and group discussion to help you develop skills in nine key areas.

- Emotional Intelligence
- Growth Mindset
- Strategic Thinking
- Creating High-Performance Teams
- Conflict Resolution and Dealing with Difficult Behaviors
- Executive Presence
- Communication
- Change Agility
- Organizational Culture, Vision & Values



HOW TO APPLY



Program Dates

- Launch Retreat:
September 5-7, 2023
- Landing Retreat:
June 11-13, 2024
- Three-hour monthly virtual sessions; see full schedule
- One-hour monthly coaching sessions will be scheduled with your coaching group

PARTICIPANT INVESTMENT

The School of Medicine is committed to investing in our most valuable resource—our faculty and staff! LAMP is an investment and commitment from the School of Medicine, your unit, and you. Attendance and fully prepared participation are essential for both personal and program success. The Office of the Dean will share the program's cost with participants and their units.

- Participants are responsible for travel, lodging, and some food costs during the in-person launching and landing conferences in College Station, TX.
- Total program tuition is \$12,750 shared by the participant/unit and the Dean.
 - Participant/Unit Investment: \$3,000
 - Dean's Investment: \$9,750
- Attendance at the entire in-person launch and landing workshops is required. Participants must attend at least 90% of all virtual class and coaching sessions.

ELIGIBILITY

- Current TAMU School of Medicine faculty or staff, both employed and affiliated
 - Employed or affiliated with the School of Medicine for two or more years
 - Participant job duties should include supervisory responsibilities. This includes informal supervisory roles.
 - A commitment and desire for self-improvement and willingness to learn

QUESTIONS?

Email med-dean@tamu.edu or contact Cady Auckerman at 979-436-0971



APPLICATION PROCESS & TIMELINE

- Verify the program dates with your schedule. *Please note that attendance at the launch and landing in-person sessions is required for participation.*
- Meet with your supervisor to discuss the program and to get the authorization form signed.
- Complete the online application form (includes essay questions and program
 - Current copy of your CV or resume
 - Optional letter of reference
- Applications open May 29, 2023, and close June 14, 2023, at 5:00 p.m.
- Successful applicants will be notified by mid-July and must commit to the program by August 1, 2023





Center for
Executive Development
MAYS BUSINESS SCHOOL



TEXAS A&M UNIVERSITY
School of Medicine

**Texas A&M University School of Medicine
Leaders in Academic Medicine Program
September 2023 – June 2024**

Key:

- S = Synchronous
- A = Asynchronous
- V = Virtual
- IP = In-Person

Total Program Time Commitment:			85.5 hours
Month One	September 2023		28.5 hours
Pre-Program			
Method	Overview		Time Commitment
V, A	Psychometric Assessment		0.5 hours
Launch Retreat: Center for Executive Development, College Station, TX			
Method	Time	Overview	Time Commitment
IP, S	Day One: Tuesday, September 5, 2023		9 hours
	8:00am – 8:30am	Breakfast	
	8:30am – 9:00am	Welcome <ul style="list-style-type: none"> • Dr. Waer • Welcome • Orientation Teambuilder/Intention Setting	
	9:00am – 12:00pm	Reciprocity Ring	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 4:45pm	Opening the Aperture: Futuristic Thinking & Innovation	
	4:45pm – 5:00pm	Reflection & Wrap-Up	
	5:30pm – 7:30pm	Welcome Social	

IP, S	Day Two: Wednesday, September 6, 2023		9 hours
	8:00am – 8:30am	Breakfast	
	8:30am – 12:00pm	Conflict Resolution & Dealing with Difficult Behaviors (TKI)	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 4:30pm	Emotional Intelligence	
	4:30pm – 5:00pm	Introduction to Leadership Portfolio Reflection & Wrap-Up	
	Day Three: Thursday, September 7, 2023		9 hours
	8:00am – 8:30am	Breakfast	
	8:30am – 12:00pm	High Performing Teams	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 3:00pm	Team Building & Psychometrics	
	3:00pm – 5:00pm	Leadership Panel <ul style="list-style-type: none"> • Dean • Health system • Provost 	
Group Coaching Session #1			
V, S	September 19, 2023 8:00am – 12:00pm	Welcome & Introductions to Group Coaches	1 hour
		Topical Discussion	
		Next Steps & Wrap Up	

Month Two	October 2023		4 hours
Method	Date	Overview	Time Commitment
V, S	October 10, 2023 8:00am – 11:00am	Virtual Session: Growth Mindset <ul style="list-style-type: none"> • Next Steps & Wrap Up 	3 hours
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> • “Leadership Portfolio” Preparation (30 minutes) • Reflection (30 minutes) 	1 hour

Month Three	November 2023		5 hours
Method	Date	Overview	Time Commitment
V, S	November 14, 2023 8:00am – 11:00am	Virtual Session: Culture of Continuous Improvement <ul style="list-style-type: none"> • Next Steps & Wrap Up 	3 hours
V, S,	TBD	Group Coaching Session #2 <ul style="list-style-type: none"> • Welcome Back • Topical Discussion • Next Steps & Wrap Up 	1 hour
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> • “Leadership Portfolio” Preparation (30 minutes) • Reflection (30 minutes) 	1 hour

Month Four	January 2024		4 hours
Method	Date	Overview	Time Commitment
V, S	January 9, 2024 8:00am -12:00pm	Virtual Session: Organizational Culture <ul style="list-style-type: none"> Next Steps & Wrap Up 	3 hours
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> "Leadership Portfolio" Preparation (30 minutes) Reflection (30 minutes) 	1 hour

Month Five	February 2024		5 hours
Method	Date	Overview	Time Commitment
V, S	February 13,2024 8:00am -12:00pm	Virtual Session: Change Management, Part 1 <ul style="list-style-type: none"> Next Steps & Wrap Up 	3 hours
V, S,	TBD	Group Coaching Session #3 <ul style="list-style-type: none"> Welcome Back Topical Discussion Next Steps & Wrap Up 	1 hour
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> "Leadership Portfolio" Preparation (30 minutes) Reflection (30 minutes) 	1 hour

Month Six	March 2024		4 hours
Method	Date	Overview	Time Commitment
V, S	March 12, 2024 8:00am -12:00pm	Virtual Session: Change Management, Part 2 <ul style="list-style-type: none"> Next Steps & Wrap Up 	3 hours
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> "Leadership Portfolio" Preparation (30 minutes) Reflection (30 minutes) 	1 hour

Month Seven	April 2024		5 hours
Method	Date	Overview	Time Commitment
V, S	April 9, 2024 8:00am -12:00pm	Virtual Session: Communication, Part 1 Personal Communication: <ul style="list-style-type: none"> • Personal brand • How do I communicate Organizational Communication: <ul style="list-style-type: none"> • In our control/out of our control 	3 hours
V, S	TBD	Group Coaching #4 <ul style="list-style-type: none"> • Welcome Back • Topical Discussion • Next Steps & Wrap Up 	1 hour
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> • "Leadership Portfolio" Preparation (30 minutes) • Reflection (30 minutes) 	1 hour

Month Eight	May 2024		5 hours
Method	Date	Overview	Time Commitment
V, S	May 14, 2024 8:00am - 12:00pm	Virtual Session: Communication, Part 2 Organizational Communication: <ul style="list-style-type: none"> • Some things are out of our control 	3 hours
V,S	TBD	Group Coaching #5 <ul style="list-style-type: none"> • Welcome Back • Topical Discussion • Next Steps & Wrap Up 	1 hour
A	TBD	Leadership Portfolio <ul style="list-style-type: none"> • "Leadership Portfolio" Preparation (30 minutes) • Reflection (30 minutes) 	1 hour

Month Nine	June 2024		25 hours
Landing Retreat: Center for Executive Development, College Station, TX			
Method	Time	Overview	Time Commitment
IP, S	Day One: Tuesday, June 11, 2024		9 hours
	8:00am – 8:30am	Breakfast	
	8:30am – 9:00am	Welcome Back <ul style="list-style-type: none"> • Welcome • Orientation Teambuilder/Intention Setting	
	9:00am – 12:00pm	Strategic Thinking	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 4:45pm	Strategic Thinking	
	4:45pm – 5:00pm	Reflection & Wrap-Up	
	5:30pm – 7:30pm	Welcome Back Social	
IP, S	Day Two: Wednesday, June 12, 2024		
	8:00am – 8:30am	Breakfast	
	8:30am – 12:00pm	Simulation	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 4:30pm	Simulation	
4:30pm – 5:00pm	<ul style="list-style-type: none"> • Introduction to Leadership Portfolio • Reflection & Wrap-Up 		
IP, S	Day Three: Thursday, June 13, 2024		7 hours
	8:00am – 8:30am	Breakfast	
	8:30am – 12:00pm	Leadership Portfolio Presentations <ul style="list-style-type: none"> • Challenge 	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 2:00pm	Program Reflection	
	2:00pm – 3:00pm	Graduation & Wrap-Up, & Next Steps	
2:45pm – 3:00pm	Reflection & Wrap-Up Next Steps		