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 • 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 • 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 • Next Steps & Wrap Up	3 hours
A	TBD	**Leadership Portfolio** • "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 • Next Steps & Wrap Up	3 hours
V, S,	TBD	**Group Coaching Session #2** • Welcome Back • Topical Discussion • Next Steps & Wrap Up	1 hour
A	TBD	**Leadership Portfolio** • "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 • Next Steps & Wrap Up	3 hours
A	TBD	**Leadership Portfolio** • "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 • Next Steps & Wrap Up	3 hours
V, S,	TBD	**Group Coaching Session #3** • Welcome Back • Topical Discussion • Next Steps & Wrap Up	1 hour
A	TBD	**Leadership Portfolio** • "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 • Next Steps & Wrap Up	3 hours
A	TBD	**Leadership Portfolio** • "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: • Personal brand • How do I communicate Organizational Communication: • In our control/out of our control		3 hours
V, S	TBD	**Group Coaching #4** • Welcome Back • Topical Discussion • Next Steps & Wrap Up		1 hour
A	TBD	**Leadership Portfolio** • "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: • Some things are out of our control		3 hours
V,S	TBD	**Group Coaching #5** • Welcome Back • Topical Discussion • Next Steps & Wrap Up		1 hour
A	TBD	**Leadership Portfolio** • "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**

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 • 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**	9 hours
	8:00am – 8:30am	Breakfast	
	8:30am – 12:00pm	Simulation	
	12:00pm – 1:00pm	Lunch	
	1:00pm – 4:30pm	Simulation	
	4:30pm – 5:00pm	• 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 • 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	