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.

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<tr>
<th>Core Values</th>
<th>Description</th>
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<tr>
<td>EXCELLENCE</td>
<td>An unwavering desire and commitment to greatness</td>
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<td>INTEGRITY</td>
<td>Doing the right thing regardless of the circumstances or personal consequences</td>
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<td>LEADERSHIP</td>
<td>Inspiring others to follow through the strength of one's character</td>
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<td>LOYALTY</td>
<td>Dedication to our nation, our state, our university, our families and those institutions and values which we individually hold dearest</td>
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<td>RESPECT</td>
<td>Earned through the consistency of character</td>
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<td>SELFLESS SERVICE</td>
<td>Giving of one's self for the greater good, without regard to personal gain or recognition</td>
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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 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 discussions 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
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 June 18 and close July 12, 2024, at 5:00 p.m.

• Successful applicants will be notified by the beginning of August and must commit to the program by August 15, 2024.

“This conflict resolution and management session provided valuable management skills that are directly applicable to resolving the daily conflicts I encounter. It not only helped me resolve several significant team conflicts but also facilitated engaging interactions with colleagues. The opportunity to enhance our leadership skills in a communal learning environment was truly beneficial.”

- Jun Wang, M.D., Ph.D., Associate Professor, Department of Neuroscience and Experimental Therapeutics

“I had the privilege of participating in the Leadership in Academic Medicine Program (LAMP), which provided an excellent opportunity for both staff and faculty members to come together and explore the various aspects of leadership. Through LAMP, participants could gain a deeper understanding of what it means to be a leader and develop their leadership skills collaboratively with others. The program offered a unique experience that was both informative and engaging, and I am grateful for the opportunity to have been a part of it.”

- Kathryn Giordano, Senior Business Administrator II

“The Leaders in Academic Medicine Program, LAMP, has provided me the opportunity to build lasting relationships with my peers in the College of Medicine. With this Executive leadership program, I have been able to collaborate with other faculty and staff, who strive to create a culture of wellbeing and high performing teams. I am elated to have the ability to elevate my leadership presence in strategic thinking, conflict resolution, organization culture and emotional intelligence.”

- Mason Veach, Human Resource Administrator

TEKSAS A&M UNIVERSITY
School of Medicine