

**APGO ACADEMIC SCHOLARS AND LEADERS
ASSOCIATION OF PROFESSORS OF GYNECOLOGY AND OBSTETRICS
2026-2027**

Session: Leading Change that Sticks

Instructor: Deborah Conway, MD – UT Health San Antonio Long School of Medicine

Date: Thursday, August 6, 2026; 12:30 pm – 2:00 pm

Introduction

In January, we became familiar with our Strengths. Learning what those are and how to capitalize on them can turbo-charge your leadership effectiveness and satisfaction. Nowhere is great leadership needed more than in trying to implement something new and getting it to stick. Luckily, there are approaches you can learn and apply to get the momentum and sustainability you seek. When you combine an understanding of your strengths with these change management frameworks, your impact is limitless!

Objectives

Scholars will:

1. Learn about and practice using the Crucial Influence framework for effective change management, including the “Six Sources of Influence”:
 - Personal Motivation – “Help them love what they hate”
 - Personal Ability – “Help them do what they can’t”
 - Social Motivation – “Provide encouragement”
 - Social Ability – “Provide assistance”
 - Structural Motivation – “Reward with care”
 - Structural Ability – “Change their environment”
2. Explore ways to effectively apply their strengths and those of their team to a change effort/project.

Pre-Session Advanced Preparation

1. Refresh your familiarity with your strengths by reviewing your CliftonStrengths Top 5 Report and your Signature Theme Report.
2. Read Chapter 2 (“The Three Keys to Influence”) in *Crucial Influence: Leadership Skills to Create Lasting Behavior Change* (you receive this book from the ASL program)
3. In *Crucial Influence: Leadership Skills to Create Lasting Behavior Change*, read the chapter assigned to you per the table below. When we meet, you’ll be responsible for helping others understand and apply the concepts from your chapter as we practice your new skills.

Chapter Assignment	A	B	C	D
2 / Section on “Key 2: Find Vital Behaviors” (pg 29-36)	Barrett	Baxley	Brophy	Bullock
3 “Help Them Love What They Hate”	Chawla	Chimhanda	Corey	Denbo
4 “Help Them Do What They Can’t”	Drake	Onstad-Grinsfelder	Hylton	Johnson
5 “Provide Encouragement”	B. Kelly	E. Kelly	Kline	Kole
6 “Provide Assistance”	Lawani	Martin	Molero Bravo	Morris
7 “Reward with Care”	Nelson	Nordwald	Olanrewaju	Pandya
8 “Change the Environment”	Robinson Warsheski	Schechtman	Simon	Storms

4. Identify one change effort you would like to work on during our in-person session. It can be your EAP or something else.

What to Bring to the Session

1. Copy of (or ready access to) your CliftonStrengths Top 5 Report
2. Copy of (or ready access to) your CliftonStrengths Signature Theme Report
3. “Crucial Influence” book

Session Plan

1. We will discuss models and frameworks for change management and behavior change. The focus will be on the “Crucial Influence” model. We will use a jigsaw exercise to deepen our understanding of the key elements.
2. Given a change management challenge, teams of scholars will identify a vital behavior and apply the elements of the Crucial Influence approach to draft an implementation plan.
3. Scholars will consider how they can leverage their strengths to make the draft implementation plan a reality.

Key Words

Leadership, strengths-based leadership, change management, behavior change.

References

Included above

Additional Resources

1. [Additional Crucial Influence resources](#) via the Crucial Learning website.