

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

Session: **Evolving Leaders (Career Development Theme)**

Instructors:

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Date: Friday, August 7, 2026; 3:30 pm – 4:45 pm

Workshop Objectives:

- **Where have you been?**
Scholar will update the documentation of their career journey thus far via the CV/Teaching Portfolio (review with ASL advisor during fall remote 1:1 meeting)
- **What are your leadership strengths?**
Scholar will identify their own strengths and learn how to identify team members with complementary strengths
- **What is your Personal Brand?**
 - Scholar will appreciate the importance of branding
 - Scholar will self-reflect and identify how others will perceive their brand
- **Where are you going and how are you going to get there?**
Scholar will turn aspirations into a set measurable, actionable goals

Goal Setting Session (Friday, 7 August 2026)

What do you hope to be celebrating personally and professionally...

- 1 year from now?
- 3-5 years from now?
- 10 years from now?

Specific actions toward your 1-year and 5-year goals.

- Write three goals on a notecard – 1 year, 3-5 years, and personal goal. Now write one thing that you will do in the next six months to further each of your goals
 - They must be actionable, measurable
 - Example: Make appointment with Clerkship Director/Residency Program Director/Chair/Dean to find out how they got to their present roles.
 - Example: Schedule a massage twice a month
- Place your goals in the envelope (don't seal), write your name on an envelope, these will be shared with your ASL advisor, and the envelope will be returned to you in six months

Circle of Aspirations Exercise

Congregate in a circle and say where you see yourself in 10 years

ASL Advisor Fall Check-in: Provide constructive review during one-on-one call:

1. Check progress of Education Application Project
2. Evidence of preparation for attaining career goal documented
3. Suggestions for pathway to reach career goal

Extended Workshop Plan

Aug 7	Goal Setting Session
Aug	Update CV/Teaching Portfolio (forward to Kelly and ASL Advisor by end of Aug)
Sept	CV/Teaching Portfolio Review with Home Mentor
Sept/Oct	One-on-one review career journey with ASL Mentor.

Resources:

1. Ensuring Recognition. Laura Baecher-Lind and UMEC. APGO ECDS 1; 2023
2. Becoming a Leader in Academic Medicine. Laura Baecher-Lind and UMEC. APGO ECDS 2; 2023
3. Promotion and Tenure. Laura Baecher-Lind and UMEC. APGO ECDS 6; 2023
4. Graceful Self-Promotion, Page Morahan, Academic Physicians and Scientists, 2004
5. Personal Branding, Forbes 22 April 2013, Lisa Quast
6. Borman-Shoap et al. Knowing your personal brand. Academic Medicine, 2019
7. Souba C. Leading again for the first time. Journal Surgical Research 157:139-153 (2009)
8. Rath, T and Conchie, B. Strengths Based Leadership. 2008 [Summary Handout]

Selected Resource Highlights

- **Graceful Self Promotion**, Page Morahan, Academic Physicians and Scientists, 2004
 1. Make a habit of recognizing and praising accomplishments of others
 2. Be sensitive to timing-informal setting, before or after formal meeting, quick email
 3. View talking about yourself as teaching
 4. Develop a story-facts tell, stories sell
 5. Remember your success makes the department look good
 6. Keep your chair/division director in the loop—quick email with grants, publications, awards, etc.
 7. Stay in touch with your hospital or medical school's media team
 8. Remember you are a role model
 9. Take credit gracefully. Do not minimize. Do not say "I was just lucky." Do say, "Thank you. It was invigorating so see the fruition of two years of hard work."
- **Personal Branding 101**, Forbes 22 April 2013, Lisa Quast
 - Step 1: Define your overall aspirations (be specific)
Examples: Residency program director, Dean of Medical Education, Chair of Department
 - Step 2: Conduct Research
Meet with others in that role, how did they get there? Who are your competitors?
 - Step 3: Determine your adjectives/niche.
Visionary change agent in academic culture
 - Step 4: Current State
What roles do you have now?
Do they lead you toward your 1, 3, 5, 10-year goals?
 - Step 5: Game Plan
X, Facebook, LinkedIn, Blogs
 - Step 6: Manage Your Brand
What are your social media posts? What's in your calendar?
- **Strength Based Leadership**
The 4 Domains of Leadership Strength
 1. Executing
 2. Influencing
 3. Relationship Building
 4. Strategic Thinking