



## **Paths to Leadership 2025**

**Learn to lead through choosing a project that reflects the meaningful difference you want to make and setting the wheels into motion, all while practicing core leadership skills that will serve you in future projects.**

**Paths to Leadership** invites OHSU faculty to **reconnect with your professional purpose** and **clearly articulate the meaningful difference you wish to make**, whether caring for patients, influencing the next generation of learners and/or generating new knowledge about human health and health care.

Participants learn to **exercise leadership within your current role** by partnering with key stakeholders whose support is needed to move your vision forward, while **appreciating senior leaders' priorities in a new light**.

Past participants report a sense of **increased personal meaning and joy** as well as **deeper engagement with OHSU and its important missions**.

### **How does OHSU benefit?**

- Improving our leadership and management capacity
- Leveraging participants' experience and passion in order to improve OHSU's mission areas.
- Promoting a learning organization culture
- Developing and sustaining champions for change

## **An OHSU School of Medicine Office of Faculty Development Offering**

**Paths to Leadership** weaves together curated readings and videos, in-class conversations with guest leaders from across OHSU and fellow participants, and structured weekly practice sessions both in and outside of class to build the following leadership mindsets:

### **Module 1: Making a Meaningful Difference as a Faculty Leader**

Outcomes: Upon completion of Module 1, participants will be able to:

- Articulate Your Vision: Creating an Inspiring Picture of a Desired Future
- Connect with Colleagues: Using Inquiry and Listening as Key Leadership Skills
- Influence Up, Down, and Across: Building a Network of Relationships
- Move Teams to Action: Prototyping and Crafting Experiments

### **Module 2: Leading Your Life On Purpose**

Outcomes: Upon completion of Module 2, participants will be able to:

- Clarify What's Important to You in All Areas of Your Life
- See Your Life as a System You Can Change
- Prepare for Important Conversations
- Change Your Own Patterns and Engage Support from Key Partners

### **Module 3: Understanding and Managing Complex Organizations**

Outcomes: Upon completion of Module 3, participants will be able to:

- Clarify Roles and Goals: The Structural Frame
- Make Relationships Work: The Human Frame
- Assess Trust and Agreement: The Political Frame
- Change Organizational Culture: The Symbolic Frame
- Practice Multiple Perspective Taking: The Reframing Game
- Follow the Money: Funds Flow in Academic Health Systems

### **Module 4: Storytelling That Moves People**

Outcomes: Upon completion of Module 4, participants will be able to:

- Engage OHSU Leaders at All Levels
- Start a Two-Way Conversation with Potential Stakeholders

**Who Should Participate:** *Paths to Leadership* is intended for faculty, including clinical associates and research faculty, who want to make a difference at OHSU. It is open to faculty who are currently in, taking on, or considering taking on *formal* or *informal* leadership roles within their divisions, departments, or professions. The program is open to all OHSU faculty with tuition of \$1500 for faculty outside the School of Medicine.

**Dates:** Virtual meetings **Tuesdays January 7 – June 10, 2025** from **4:30-6:00pm**, with first and last sessions meeting in person on campus.

**Applications due November 18, 2024.** More information and application available at [www.ohsu.edu/PathsToLeadership](http://www.ohsu.edu/PathsToLeadership) If you have questions, please contact Niki Steckler at [steckler@ohsu.edu](mailto:steckler@ohsu.edu)