# BUMC Mid-Career Faculty Leadership Program

**Mid-career Faculty Leadership Program** is a longitudinal, one-year professional development program for late Assistant and all Associate Professors on the Boston University Medical Campus (BUMC). Participants engage in self-reflection and evaluation, broad peer and senior mentoring networks, the development of strategic leadership skills, and inter-disciplinary collaboration through experiential and project-based learning.

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<th>Participant Goals</th>
<th>Institutional Goals</th>
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| - Enhance self-reflection and awareness  
- Connect longitudinally to cohort & larger organization to foster innovations in education, clinical care, public health, & team science  
- Collaborate effectively with colleagues across roles, disciplines, & sectors  
- Develop leadership skills to positively impact change | - Enhance faculty diversity, recruitment, self-efficacy, vitality, networks, retention, & advancement  
- Develop a cohort of faculty that can innovate, effectively strategize to advance quality, and promote resource effective change in education, clinical care, public health, & research at BUMC & beyond |

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### Module 1: Your Role in Tomorrow's Healthcare

**Day 1**
- Transactional & Transformational Leadership Challenges & Opportunities in Health Sciences

**Day 2**
- Introduction to Group Projects  
- Project Planning, Process, & Management

### Module 2: Effective Teams

**Day 1**
- Scoping the Problem
- Pitching a Project

**Day 2**
- Leading High Performing Teams
- Managing Team Conflict

### Module 3: Leading Self

**Day 1**
- Flow: Leading a meaningful career for you  
- Career Development Planning

**Day 2**
- Everyday Bias: Addressing unconscious biases  
- Resilience in Academic Health Sciences

### Module 4: Leading Others

**Day 1**
- Developmental Networks  
- Being a Good Mentor & Mentee

**Day 2**
- Difficult Conversations: Managing up & down  
- Creating Cultures of Innovation

### Module 5: Leading Organizations

**Day 1**
- Meeting the Needs of Stakeholders  
- Managing Process for Efficiency & Effectiveness

**Day 2**
- The Financial Perspective  
- The Business Case for Diversity

### Module 6: Envisioning the Future

**Day 1**
- Group Project Presentations  
- Group Projects: Lessons learned & sustainability

**Day 2**
- Strategic Planning & Change Leadership  
- Continuing on the Transformative Journey