



Department of Surgery
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

WEIKEL **LEADS** PROGRAM

Leadership and Engagement Across Disciplines of Surgery

July 2023 – June 2024

Purpose

To develop and enhance leadership skills throughout the Department of Surgery and the broader UW-Madison SMPH and UW Health communities.

Mission

The Weikel LEADS Initiative is committed to preparing the next generation of leaders through an engaging, cross-disciplinary, applied learning experience.

The Program

The Weikel LEADS leadership program is made possible by a generous donation from the Weikel family, and is for Department of Surgery faculty, APPs, and staff seeking to enhance their leadership skills and understanding of how our department, health system, and university operate.

Our cohort of approximately 30 participants will consist of faculty, APPs, and administrative staff from the Department of Surgery. Residents on academic development time will be invited to apply through a separate application.

The Program

- Over the course of 12 months, participants will learn from instructors, guest speakers, and each other, while having dedicated time for applied learning, collaboration, and reflection.
- The course days will alternate every month between Mondays and Thursdays and these sessions will be at the WI Idea Room in the UW-Madison School of Education building.
- Participants will complete a 360-degree evaluation by their direct reports, peers, and supervisors. We will also provide a debrief to help participants interpret and successfully engage with the feedback provided through this evaluation.
- Speakers will be engaged from the local health system, university, and business community, as well as other institutions.
- Key topics will include diversity, equity & inclusion, healthcare financial management, leading teams, negotiation strategies in challenging environments, innovation, strategic and business planning, and more.

Applied Themes

- Healthcare Finance and Administration
- Process Improvement
- Leadership and Communication
- Healthcare Innovation
- Management and Employee Engagement

To Apply

Individuals interested in applying to the program should provide the following:

- Current CV
- One-page statement outlining your goals and motivation for participation in LEADS and an overview of how you will apply what you learn
- Supervisor signature attesting that they are supportive of your participation in this year-long program

Participant Requirements

- Faculty candidates should be at least 5 years out from their terminal training
- APPs and administrative staff should have at least 5 years professional experience

A committee of department leaders will select the participants for this LEADS cohort. Please note that this program will be delivered every other year and participants are expected to attend all courses if selected, unless there are unavoidable extenuating circumstances that preclude participation for a given session.

Leadership and Engagement Across Disciplines of Surgery Program Application

Name:

Date:

Phone:

Email:

Position/Job Title:

Supervisor Approval:

Print Name: _____

Signature: _____

Items needed for the application process:

- Current CV
- One-page statement outlining your goals and motivation for participation in LEADS and an overview of how you will apply what you learn
- Supervisor signature attesting that they are supportive of your participation in this year-long program

Return completed application materials to Rebekah Olson (raolson@surgery.wisc.edu) by February 15, 2023.

LEADS Program Faculty and Staff Application (2023-24)

Course Dates

July 17, 2023

August 10, 2023

September 18, 2023

October 12, 2023

November 20, 2023

December 14, 2023

January 22, 2024

February 8, 2024*

March 18, 2024

April 11, 2024

May 20, 2024

June 13, 2024

**May be moved to February 15 depending on 2024 Annual Academic Surgical Congress.*