

## **2020 MHS FEMALE PHYSICIAN LEADERSHIP COURSE**



**COURSE DATES:** 15-17 APRIL 2020

**LOCATION:** DEFENSE HEALTH HEADQUARTERS, FALLS CHURCH, VA

**NOMINATION DEADLINE:** COB 15 JAN 2020

**Background:** Previous reviews—to include a 2008 study chartered by Dr. Casscells ASD/HA, demonstrated a relative paucity of senior, female physician leaders (O-6 & above) within the MHS. While the causes are complex and multi-factorial, decreased promotion at the more senior levels and lower retention rates were noted as contributory factors. Leadership programs aimed at deliberately developing women leaders have proven successful in other venues, as it is known that women often experience unique challenges and opportunities in this arena. As a result, the MHS is committed to the deliberate development and mentorship of emerging female physician leaders, and assisting them in acquiring the critical skills and networks needed to be successful both in the near term and at more senior levels.

**Objective:** Provide an interactive leadership development opportunity targeted at emerging and prospective mid-level female physician-leaders in the MHS. In addition to addressing many of the 40 Core Competencies, specific goals of this course include:

- Provide women with a greater understanding of leadership opportunities within their respective services and within the MHS.
- Deliberate development and strengthening of military-medical leadership skills.
- Emphasize the value of mentoring (whether receiving or providing mentoring to others) and networking as a component to sustainable success and culture change.
- Provide assistance with working toward a work-life balance and prevent burn-out.
- Introduce emerging leaders to the mechanics of Performance Based Management and effective Project Management
- Identify emerging female physician leaders and equip them with the tools to be successful leaders in military medicine

**Target Audience:** MHS female physicians at the O-4-select, O-4, or junior O-5 levels with <2 years Time in Grade

**Format:** A 2.5 day course focusing on leadership development in the MHS. Additionally, each participant will be tasked with pre-course reading and interviewing MTF leaders prior to the course.

**Nomination/Selection Process:** Submit the Nomination Form (included in this email) including Commanding Officer's attestation, Candidate Statement, and Nominee's CV to your Service's FPLC Representative:

Air Force: COL Valerie Castle (703-681-9307; valerie.j.castle.mil@mail.mil)

Army: COL Dana Nguyen (301-295-3632; dana.nguyen@usuhs.edu)

Navy: CAPT Nicole McIntyre (757-953-3502; nicole.k.mcintyre.mil@mail.mil)

Public Health Service: CDR Maria De Arman (361-939-0297; Maria.D.DeArman@uscg.mil)

**\*If selected, funding for travel is responsibility of the command.**

### **Participant Breakdown:**

- Army/Navy/Air Force – 30 selectees each. PHS/CG – 6 selectees.
- National Guard/Reserve members are also eligible: selectees to be determined per each Service.
- Services need to consider all eligible physicians to include those working in nontraditional roles and in NCR/other Service MTFs. Non-physicians are not eligible due to limited seating.
- **FUNDING SOURCE:** Command funded

Please contact your FPLC Service Representative (listed above) with any questions.