

*The Excellence in Clinical Endocrinology Leadership (ExCEL) Workshop 2024 Agenda*  
*March 14-16, 2024*  
*Location: Endocrine Society Office, Washington, DC*

<b>Thursday, March 14, 2024</b>	
<b>Time</b>	<b>Workshop Session</b>
12:00 – 1:00 PM	<b>Lunch and Registration</b> Participants will have lunch before the workshop begins.
1:00 – 1:45 PM	<b>Welcome and Introduction</b> Participants (fellows, faculty, and staff) will participate in an introductory ice-breaker activity. An overview of the program components (workshop, mentoring network, and internship) will be covered during this session. <b>Rocio Pereira, MD</b>
1:45 – 3:00 PM	<b>Clinical Careers in Endocrinology – Finding Your Path</b> A panel of experts will share personal journeys, traditional or otherwise, that led them to working in clinical settings, including private practice, hospitals, industry, and more. <b>Rocio Pereira, MD; Puneet Singh Arora, MD, MBBS; Barbara Onumah, MD; J. Carl Pallais, MD, MPH</b>
3:00 – 4:15 PM	<b>The Business of Healthcare</b> Attendees will gain an understanding of the business dynamics in the delivery of care, including the role physicians can play in negotiating a contract, financial planning, telemedicine and patient experience, as well as documentation. <b>Barbara Onumah, MD</b>
4:30 – 5:45 PM	<b>Advancing Equity, Diversity, and Inclusion in Leadership</b> Presentation and discussion on systemic issues faced by underrecognized, minoritized physicians, such as implicit bias and systemic racism, while teaching solutions to help overcome micro-aggressions and other types of difficult situations. <b>Alicia Diaz-Thomas, MD, MPH</b>
6:00 – 8:00 PM	<b>Dinner</b> Speaker will present as participants are having dinner. <b>Yanira Lynn Pagán-Carlo, MD</b>
<b>Friday, March 15, 2024</b>	
7:30 AM – 8:00 AM	<b>Networking Breakfast</b> Faculty to sit at tables with attendees; no formal questions/programming.
8:00 – 10:00 AM	<b>Exemplary Leadership Practices</b> RIHEL will administer the <i>Leadership Practices Inventory (LPI): Self</i> to help participants identify their current leadership behavioral strengths and development opportunities. The <i>LPI: Self</i> measures the frequency with which participants exhibit the <i>Five Practices of Exemplary Leadership</i> . Behaviors that are exhibited with high frequency are a person’s strengths. Strengths are important to uncover for goal setting because our strengths can become our crutches, and leaders need to be able to use a variety of practices (tools) in order to elicit the best results from their teams. Behaviors that are not exhibited with much frequency are potential areas for growth. <b>Leanne Jeffers, MPH, PCC</b>

10:00 – 10:15 AM	<b>Short Coffee Break</b>
10:15 – 11:45 AM	<p><b>Endocrine Leaders in Practice – Emotional Intelligence</b></p> <p>Attendees will explore strategies to navigate the challenges of healthcare that stem from working in a highly complex and emotionally demanding environment. This includes learning how to use Emotional Intelligence to (1) be a better leader, build strong relationships and create positive interactions between clinicians, patients, and health care administrators, (2) improve the culture of organizations, and (3) bring about effective change.</p> <p><b>Leanne Jeffers, MPH, PCC</b></p>
11:45 AM – 1:00 PM	<p><b>Lunch and Self-Guided Activity</b></p> <p>Attendees will complete a self-guided activity as they are having lunch and report on their results at the end of the lunch.</p>
1:00 – 2:30 PM	<p><b>Endocrine Leaders in Practice – Influence Styles</b></p> <p>This workshop will explore the value and most effective use of five different influence styles, and, through the Influence Style Indicator (ISI), identify the influence style that we use most instinctively.</p> <p><b>Leanne Jeffers, MPH, PCC</b></p>
2:30 – 2:45 PM	<b>Short Coffee Break</b>
2:45 – 4:15 PM	<p><b>Goal Setting and Planning</b></p> <p>Attendees will gain strategies and hands-on experience developing SMART-AAA goals, using a tool that will help set a path for increased productivity and satisfaction with accomplishments.</p> <p><b>Leanne Jeffers, MPH, PCC</b></p>
5:45 PM	<b>Meeting at the Lobby</b>
6:00 – 8:00 PM	<p><b>Networking Dinner with Faculty Members</b></p> <p>Dinner with faculty at a restaurant.</p> <p><b>Location - TBD</b></p>

<b>Saturday, March 16, 2024</b>	
7:30 – 8: 00 AM	<b>Networking Breakfast</b> Participants will meet and share breakfast with faculty and staff.
8:00 – 8:15 AM	<b>Levels of Influence- the Socio-Ecological Model</b> Introduction to the socio-ecological Model framework describing how interactions at different levels (individual, group, community, societal) impact health. <b>Rocio Pereira, MD</b>
8:15 – 9:30 AM	<b>Endocrine Leaders in Practice – Teams</b> Discussion on ways to work effectively as part of a clinical team. Learn to define the types of teams (stable vs. shift-based, formal vs. ad hoc), identify potential pitfalls (hierarchy, miscommunications, time constraints), and develop teaming strategies. <b>Alyson Myers, MD</b>
9:30 – 10:45 AM	<b>Endocrine Leaders in Practice – Communities</b> Presentation on existing health disparities, the impact of social determinants of health on different populations, strategies on how to build community partnerships and/or influence policy to advance health equity. <b>Rocio Pereira, MD</b>
10:45 – 11:00 AM	<b>Networking Break</b>
11:00 AM – 12:00 PM	<b>Endocrine Leaders in Practice – Systems</b> Making changes to influence and impact institutional/organizational policies and practices. <b>J. Carl Pallais, MD, MPH</b>
12:00 – 1:15 PM	<b>Networking Lunch</b> Faculty to sit at tables with attendees; no formal questions/programming
1:15 – 2:30 PM	<b>Endocrine Leaders in Practice – Work-Life Balance</b> The panel will share personal stories on maintaining work-life balance, offer practical strategies, and delve into the challenges. <b>Alicia Diaz-Thomas, MD, MPH; Alyson Myers, MD; Ana Rivadeneira, MD</b>
2:30 PM	<b>Closing and Evaluation</b>