

Directions for WILMA Breakout Groups

1. Assign a timekeeper – to keep group on track and ensure each person gets to share
2. Introduce self – 45 seconds per person (limit to 5 minutes for whole group)
 - a. Name
 - b. Location
 - c. Department
 - d. Answer breakout ice breaker question
3. Group to review and discuss questions/cases noted (15 minutes)
 - a. May send questions to speakers as group or individually via slide

1st breakout – Strategies and Tools for Leading More Effectively

1. Assign a timekeeper
2. Introduce self – 45 seconds per person
 - a. Name
 - b. Location
 - c. Department
 - d. Answer breakout ice breaker question

Rate your comfort level with risk at work

- i. 100% - love risk, take risks freely
- ii. 50% - on the fence, sometimes like risk other times not
- iii. 5% - hate risk, avoid at all costs
- iv. Wish I liked risk more

3. Group to review and discuss questions/cases noted
 - A) **Committee Membership:** You have been asked to participate in the 10-person search committee for an important leadership role in your organization. A trusted colleague and friend is chairing the search. At the first meeting, you notice that the composition of the committee is two women and 8 men and that there is only one person of color.
 1. What critical actions can you take to optimize the group for the crucial task?
 2. How, if at all, are the actions different for a committee member in the majority/minority?
 3. How will prepare yourself to be an upstander on the committee, when needed?
 - B) **Stereotype Threat:** You are asked to present a proposal for a new clinical program and defend the budget to the (mostly senior male) site Operations Team. You believe this is the right thing for Mayo to do and confident you know the material.
 1. What strategies might you employ to reduce the potential for you experiencing stereotype threat?
 2. What if it was your female colleague who was responsible for presenting? How would you help/coach her be more effective/successful with her pitch?

2nd Breakout – Tackling Barriers & Finding Connections in Your Career

1. Assign a timekeeper
2. Introduce self – 45 seconds per person
 - a. Name
 - b. Location
 - c. Department
 - d. Answer breakout ice breaker question

How often do you try things outside your comfort zone?

- i. Every day
- ii. Once a week
- iii. Once a month
- iv. Never

3. Group to review and discuss questions/cases noted
 - A) **Building Support** - You are just starting your career on faculty at an academic institution after training, and you have two small children and a spouse who is also a busy professional.
 1. What are the options to prevent burnout and maintain professional fulfillment?
 2. Imagine and share your response from an individual perspective, as well as what you hope could occur within the medical community/culture, and/or your work unit and institution to achieve this goal.
 - B) **Identifying a Mentor** - You have the academic rank of Assistant Professor at Mayo and have been at this level for more than 7 years. You decide you need a mentor to help you progress in your academic career.
 1. How do you identify possible mentors who would be best for your academic advancement?
 2. What are the next steps you should take to secure the mentorship relationship and be ready for the first meeting?

3rd Breakout – Academic Advancement & Strategies for Success

1. Assign a timekeeper
2. Introduce self – 45 seconds per person
 - a. Name
 - b. Location
 - c. Department
 - d. Answer breakout ice breaker question

Rate your comfort level with academic activity

- i. Highly comfortable – do it all the time
- ii. Slightly comfortable – I like it but find barriers
- iii. Slightly uncomfortable – I know a little about it not currently doing Highly
- iv. Highly Uncomfortable – Don't like it and don't want to do it

3. Group to review and discuss questions/cases noted

A) Academic Advancement:

1. Which of the following will best impact your academic advancement?
 - a. Practice improvement projects
 - b. Team leader, charge or preceptor roles
 - c. Bronze or Silver Quality Academy projects
 - d. Publications
 - e. Regional and national lectures/workshops
 - f. C, D, E
 - g. All of the above
2. What is one activity you are currently doing which you can leverage toward academic advancement? What do you need to do in order to leverage it most effectively?

B) Success Strategies:

1. Which of these 3 (being strong, being steady, being unstoppable) have you already successfully integrated into your life?
2. Which of these needs more attention from you?
3. Identify one action step (a choice) you will make to give that area the needed attention.