

Cost of the Climb - Internal

Activity Description

This course provides history of Plantation Theory, awareness of power-dominant linguistic, and their impact on diverse employee leadership development. Original content from John Graham's October 4, 2023, Cost of the Climb session and new content focusing on demystifying executive presence will be the focus for this module. In addition, the module addresses complex dynamics that have shaped Black professionals over time and will assist learners with developing knowledge and skills regarding racial disparities to improve interactions among staff, learners, and leadership while also promoting retention of staff. Attendees will explore what it means to be "excellent" and the historical implications this term has on the mental, emotional, and physical well-being of diverse professionals.

Target Audience

This course targets anyone interested in fostering a more inclusive and equitable work environment through a deeper understanding of historical and linguistic power dynamics.

Learning Objectives

Upon conclusion of this activity, participants should be able to:

- Identify Plantation Theory, why historical perspective is important in understanding the modern day lived experience in the U.S
- Identify the truth about representation, safe leaders, to determine any differences between commitment versus action.
- Recognize the concept of being coded for excellence.
- Identify the subtle language used in corporate America, differentiating between code-switching versus conversational pragmatics.
- Identify why working twice as hard is not something our parents taught us, it's why our ancestors were brought here.

Attendance at this Mayo Clinic course does not indicate nor guarantee competence or proficiency in the performance of any procedures which may be discussed or taught in this course.

Accreditation Statement



In support of improving patient care, Mayo Clinic College of Medicine and Science is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC) to provide continuing education for the healthcare team.

Credit Statement(s)

AMA

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ACHE

By attending the Values Based Leadership offered by Mayo Clinic College of Medicine and Science participants may earn up to 3.00 ACHE Qualified Education Hours toward initial certification or recertification of the Fellow of the American College of Healthcare Executives (FACHE) designation.

Disclosure Summary

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None

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No relevant financial relationship(s) with ineligible companies:

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| | |

References to off-label and/or investigational usage(s) of pharmaceuticals or instruments in their presentation:

None

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Prerequisites for Participation

There are no prerequisites needed prior to participating in this education activity.

Method of Participation

Participation in this activity consists of reviewing the educational material, completing the learner assessment and evaluation.

How to Obtain Credit

To obtain credit, complete the assessment, evaluation and submit.

Release and Expiration Dates

Release Date: December 2, 2024

Renewal Date: To be determined
Expiration Date: December 1, 2027

Acknowledgement of Commercial Support

No commercial support was received in the production of this activity.

Faculty and Course Director Listing and Credentials

- Yerronda L. Lewis, M.B.A.
- Alyx B Porter, M.D.
- Amy M. Seegmiller Renner, Ph.D., M.S.
- John Graham

Bibliographic Resources

Bibliographic resources are provided within the activity.

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