Over the Rainbow
or
There's No Place Like Home.
If happy little bluebirds fly beyond the rainbow,

Why oh, why can’t I?
“If I only had a brain.”

- Harvard Course $10,600
- UW Executive MBA $91,000
- Kellogg SUS Course $6,500
- Brandeis Exec Leadership $8,500

1. Who pays?
2. Practice Plan pushback – IRS doesn’t view as a benefit to the organization and they don’t want to reimburse.
3. Do you sign a payback agreement? And, when the faculty member leaves before 3 years, do you enforce it?
“What have they got that I ain’t got? Courage!”

- AAMC Early Career $3,000
- AAS Early Career $1,500
- ELAM $20,000
- ACS Surgeons as Leaders $4,000

1. When is the right time to send a faculty member?
2. What are the qualifications? Does everyone get this opportunity?
3. Do you require that the faculty member has an administrative position?
“A heart is not judged by how much you love, but by how much you are loved by others.”

- One-on-One Coaching $5-10K/day plus expenses
- Executive Coaching $250-$700/hour
- 360 Evaluation $275

1. Do you pay for all?
2. Or None?
3. Or is the expense shared?

One proposed model: 1/3 Department; 2/3 individual
"Do not arouse the wrath of the Great and powerful Oz. I said come back tomorrow."
What’s the Cost?
Return on Investment?
Do we have consistent policies across all faculty?
How many can they attend?
Who responded?

197 SUS and AAS Members

THANK YOU!
What leadership courses have you taken?
How many courses have you taken?
Who paid for the course?

Surgeon
Department
Medical School
Institution
Other
What aspect of the course was most valuable?

*Rank 1-7 – 1=most valuable*

Networking
Health care knowledge
Leadership
Sharing perspectives
Discovering leadership style
Hiring and managing employees
Mean Ranking of Most Valuable Aspects: AAS Early
Courses with at least 10 pct enrollment

Who Paid for the Course: AAS Early
(only including enrollees)
Mean Ranking of Most Valuable Aspects: **SUS Mid-Career**

Courses with at least 10 pct enrollment

![Bar chart showing mean rankings for SUS Mid-Career courses.](chart.png)

Who Paid for the Course: SUS Mid-Career

(including enrollments)

![Bar chart showing who paid for SUS Mid-Career courses.](small_chart.png)
Mean Ranking of Most Valuable Aspects: SUS (Kellogg)

Courses with at least 10% enrollment

- Networking: 3.3
- HC knowledge: 2.7
- Info how to lead: 2.2
- Disc lead style: 3.7
- Hiring and managing: 3.8
- Other: 5.3
- Common problems: 7.0

Who Paid for the Course: SUS (Kellogg)

<table>
<thead>
<tr>
<th>Who Paid</th>
<th>Percentage</th>
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<tr>
<td>My Self</td>
<td>20%</td>
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<tr>
<td>My Dept.</td>
<td>66%</td>
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<td>My Inst.</td>
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<td>My Med. School</td>
<td>5%</td>
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<tr>
<td>Other</td>
<td>25%</td>
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Mean Ranking of Most Valuable Aspects:

Courses with at least 10 pct enrollment

- Networking: 4.6
- HC knowledge: 3.2
- Info how to lead: 3.2
- Disc lead style: 3.3
- Hiring and managing: 5.0
- Other: 6.5

Who Paid for the Course: Exec. Ed. Within

- Me: 20%
- My Dept.: 43%
- My Inst.: 14%
- My Med. School: 50%
- Other: 2%
Rate the course on value to your career.

1. Not valuable, would not attend again
2. Valuable; but could have been shorter
3. Valuable, about the right amount of time
4. Career Changer
Rating of Course Value
Courses with at least 10% enrollment

Mean Rating (1 to 4 Scale)

- Harvard: 3.0
- AAS Early: 2.8
- SUS Mid-Career: 2.9
- SUS (Kellogg): 3.3
- ACC: 2.5
- Exec. Ed. Within: 2.9
Select a maximum of 3 resources which had the greatest positive impact on your leadership success.

Brief courses, longitudinal non-degree seeking course, degree seeking coursework, books, 260 eval, coaching, focused mentoring by colleague, other.
Percentage Selecting that Resource as Having Greatest Positive Impact

- Brief courses (1-3 days): 10
- Longitudinal non-degree: 19
- Degree-seeking coursework: 15
- Books: 3
- Leadership 360 deg. asmt.: 0
- Coaching: 3
- Focused Mentoring: 7
- Other:

Percentage of Respondents

- 0%
- 10%
- 20%
- 30%
There’s no place like home.
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<td>rum.stanford.edu/accordions/kl2tl1-clinical-research-training-award/</td>
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<td>penn.edu/for-individuals/all-programs/womens-executive-lead</td>
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After all, we have the power to make dreams come true.