Breaking Barriers:
Stepping Beyond Comfort to Define and Achieve Your Leadership Potential in Medical Education

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Creating Career Goals

- Where are you in your current career?
  - Early Career
  - Mid-Career
  - Late Career

- What are your career goals?
  - Get more efficient or knowledgeable
  - Get promoted in current position
  - Find a new position
  - Become a mentor to others
Creating Professional Goals

- Where are you in your current professional journey?
  - Getting started
  - Moderately involved
  - An active leader

- What are your future goals?
  - Medical Education Researcher
  - Chair/Leader of Association
  - Mentor to Others
  - Other?
What is Your Personal Glass Ceiling?

CAN BE ANYTHING!

• Becoming a director
• Becoming a manager in your program
• Being known as a leader or mentor in your institution
• Publishing manuscripts
• Earning an advanced degree or doctorate
• Becoming a leader in a professional organization
• Doing talks nationally
My Glass Ceiling

Identify the Ceiling

- My Example: DHA

Short Term Action Items

- Research Scholarships and Tuition Assistance
- Convince my Husband
- Identify two things I can spend less time on

Long Term Action Items

- Enroll in a program
- Dedicate time to study
Common Barriers

- Reluctance to move outside our comfort zones
- Advocacy
  - Internal and External
- Competing priorities
- Unsupportive managers/co-workers
- Imposter Syndrome
Comfort Zones

- Identify where you feel the most comfortable
- Identify where you feel uncomfortable
  - How do you react in these situations?
- Make a plan
  - Situations
  - Education
  - People
Advocating for Yourself

- Ask for what you need
  - Funding for courses/certificates/education
    - Protected time for these
  - Conference Attendance
  - Memberships
- Ask your manager what they are doing to advocate for you
- HELP
Unsupportive team/leadership

What happens when your manager/leadership is NOT supportive

- Start with self-reflection
- Stay calm and diplomatic
- Exude excellence consistently
  - Forward any praise or thank yours
- Plan a change
- Find other supportive mentors/leadership
The Importance of Mentors

Mentorship is important because it provides employees with the opportunity to develop and become more competent in their roles as well as prepare for growth opportunities in the future.

Developmental Networks
- Advance Your Career
- Help Get the Job Done
- Personal Support
Competing Priorities

- Block off time
- Ask for help
- Assess your processes
- Say yes to at least 1 new thing per quarter
Imposter Syndrome

- Facts
- Learning
- Evidence
- Acknowledge
- Reframe
- Anticipate
- Share
- Mentors
- Celebrate!

Kick imposter syndrome to the curb by:

- Focusing on facts
- Learning from team members
- Fighting feelings with evidence
- Acknowledging and releasing feelings
- Reframing negative thoughts
- Anticipating the feelings
- Sharing it with someone
- Finding a mentor
- Celebrating a win (toot your horn!)
Getting More Involved – Institutional

- Coordinator Committees
- Newsletters
- Mentorship Programs
- Professional Organizations (outside GME)
- GME Committees/Subcommittees
Getting More Involved – National/Specialty Specific

- NSAMA
- AHME
- ACGME
- Specialty Specific
  - AMA, APPD, Others?
- Facebook Groups
Putting it all together

- Identify Career Goals
- Identify YOUR Glass Ceiling
- Address Barriers
- Identify institutional and/or other opportunities to get involved
What happens when we break our glass ceiling?

- Continue to evaluate yourself
- Update goals
- Update networks and mentors
- Find a new ceiling – then break it
“The only limit to the height of your achievements is the reach of your dreams and your willingness to work for them”

~Michelle Obama