



AMERICAN ACADEMY OF  
NEUROLOGY®

# Growing Your Leadership Pipeline

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# Disclosure

- No disclosures

# Session Objectives

- Outline components of comprehensive association physician leadership development program
- Discuss program frameworks, benefits, challenges
- Demonstrate value of leadership development as pipeline for effective governance and strategy

# AAN Membership

- **World's largest** professional association of neurologists
- **38,000+** members
- **200** staff
- **94%\*\*** retention



*\*May reflect members with multiple volunteer positions.*

*\*\*Reflects retention of US neurologist members.*

# Leadership Programs

# AAN LEADERSHIP DEVELOPMENT

Identifies and develops future physician leaders through **customized training** with an **executive consultant**, individualized **mentoring** by **neurology leaders**, and **one-on-one executive coaching** to help close the gap between current skill set and needs—ultimately increasing both the quality of patient care and physician satisfaction

## RESIDENT

Enhanced Resident Leadership Program

## EARLY CAREER

Director Mentorship Leadership Program

Diversity Leadership Program

Practice Leadership Program

Emerging Leader Program

## MID-CAREER

Women Leading in Neurology Program

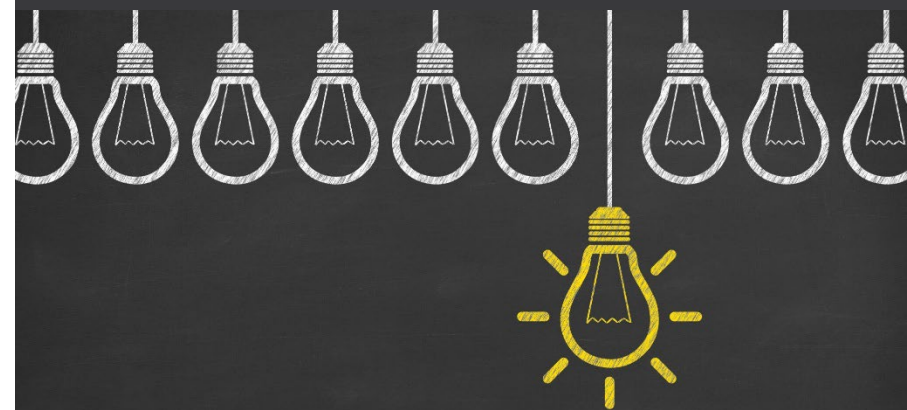
Transforming Leaders Program

Learn more and apply at [AAN.com/Lead](https://www.aan.com/Lead).



# Future Pipeline

- 356 graduates of multi-month programs
  - 500+ from advocacy leadership program
- 52% alumni with FAAN status
- 36% AAN leaders completed programming (Board of Directors, Committee and Subcommittee Members)
- 8 graduates on Board of Directors



# Closer Look at the Programs...

# Career Setting

## Director Mentorship

- Provides emerging clerkship and program directors with practical advice and guidance from seasoned directors

## Practice Leadership

- Hones unique leadership skills needed by today's practicing neurologist in small and solo practice

**DIRECTOR  
MENTORSHIP  
PROGRAM**

**PRACTICE  
LEADERSHIP  
PROGRAM**

# Career Stage

## Emerging Leaders

- Develops and grows early-career leaders in neurology
- Less than seven years out of residency

## Enhanced Resident Leadership

- Augments education and training through educational and scientific programming at AAN Annual Meeting

## Transforming Leaders

- Expands skills of experienced members for future leadership roles in AAN and the field of neurology
- Seven or more years out of residency



**EMERGING  
LEADERS  
PROGRAM**

**ENHANCED  
RESIDENT  
LEADERSHIP  
PROGRAM**

**TRANSFORMING  
LEADERS  
PROGRAM**

# Inclusion, Diversity, Equity, Anti-racism, Social Justice

## Diversity Leadership Program

- Advances leadership skills and helps develop and engage members from underrepresented neurology groups

## Women Leading in Neurology

- Improves leadership skills through programming specifically for women to address topics such as gender bias in medicine
- Seven or more years out of residency



**DIVERSITY  
LEADERSHIP  
PROGRAM**

**WOMEN LEADING  
IN NEUROLOGY  
PROGRAM**

# Advocacy

## Palatucci Advocacy Leadership Forum

- Trains AAN members to become advocacy leaders at the clinical, institutional, or community levels
- 562 graduates since 2003

## PALATUCCI ADVOCACY LEADERSHIP FORUM



# Program Framework

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# Program Framework

- Leading Oneself
- Leading Others
- Leading Neurology



AAN  
LEADERSHIP  
DEVELOPMENT



# Program Components

- Leadership curriculum
- Physician mentor
- Coaching
- Group calls
- In-Person meetings
- Group Project with physician advisors
- Alumni support



AAN  
LEADERSHIP  
DEVELOPMENT

# Group Projects with Physician Advisors

To benefit AAN with deep dive on issues important to organization

- How can the AAN work to encourage more underrepresented minorities to enter the field?
- What should/can the AAN do to improve quality of care for diverse patients with neurological disorders for both health care provider and patient resources?

# Group Projects – *continued*

- Potential long-term consequences from SARS-Cov-2 infection widely acknowledged. In post-pandemic world, how can the AAN best support members?
- How can the AAN maintain continuous research funding of ongoing research programs with fewer resources and increasing clinician scientist demands?

# Benefits & Challenges

# Program Benefits and Challenges

## Benefits

- 800+ participants with advanced training
- Prepared to advance in AAN and beyond
- Engaged and informed on AAN
- Increased diversity
- Less burnout

## Challenges

- Capacity
- Financial commitments
- Prioritization
- Manage expectations

# Marketing



**PRACTICE  
LEADERSHIP  
PROGRAM**



94% enhanced their conflict navigation skills and learned tools for better addressing systemic change.



**DIVERSITY  
LEADERSHIP  
PROGRAM**



100% learned strategies for managing a better practice.



100% learned new approaches for building and maintaining strategic alliances.

# Marketing



**Diversity Leadership Program**

“THIS PROGRAM GAVE ME THE TOOLS TO ENHANCE MY ABILITY TO CREATE POSITIVE CHANGE IN EVERY ASPECT OF MY CAREER.”

**Roy H. Hamilton, MD, MS, FAAN**  
2017 Diversity Leadership Program Graduate

**CULTIVATING LEADERS. BUILDING NEUROLOGY'S FUTURE.**

**AAN.COM/DLP**



**AAN LEADERSHIP DEVELOPMENT**

**LEADING ONESELF, LEADING OTHERS, LEADING NEUROLOGY**

**Blanca Valdovinos, MD**  
Diversity Leadership Class of 2021

**OVERVIEW**  
The American Academy of Neurology is committed to building the leadership to be reflective of its diverse membership and the patients they serve. This is a once-in-a-lifetime opportunity to enhance your career and develop critical leadership skills. The AAN's Diversity Leadership Program provides a meaningful experience that fully engages members from underrepresented neurology groups through an empowering and inspirational leadership training.

**WHY CHOOSE AAN'S DIVERSITY LEADERSHIP PROGRAM?**  
No other program in the country can match this caliber of all-expenses-paid leadership development opportunity.

- Invest in yourself for professional development and career satisfaction
- Enhance your leadership and problem-solving skills
- Access 1:1 coaching
- Build a strong network of supportive neurology colleagues

**APPLICATION REQUIREMENTS:**

- Photo
- Curriculum Vitae
- Letter of Recommendation
- Responses to Essay Questions

**APPLICATION DEADLINE:**  
May 18, 2022

**APPLY ONLINE:**  
[AAN.com/DLP](http://AAN.com/DLP)

**FOR MORE INFORMATION:**  
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**THIS PROGRAM IS SUPPORTED IN PART BY:**

**abbvie**  
**ALEXION**  
AstraZeneca Rare Disease  
**argenx**  
Bristol Myers Squibb  
Ebsai, Inc.  
Genentech, a Member of the Roche Group  
Lilly  
Supernus Pharmaceuticals, Inc.

**LOOK WHAT GRADUATES ARE SAYING**

- 100% learned tools for better addressing systemic change
- 100% learned new approaches for building and maintaining strategic alliances

\*UNDERREPRESENTED GROUPS ARE DEFINED BY THE AMERICAN ASSOCIATION OF MEDICAL COLLEGES AS THOSE RACIAL AND ETHNIC POPULATIONS THAT ARE UNDERREPRESENTED IN THE MEDICAL PROFESSION RELATIVE TO THEIR NUMBERS IN THE GENERAL POPULATION.

**Apply Online: [AAN.com/DLP](http://AAN.com/DLP)**

# Selection





# International Interest



*Based on 2021 year-end data from AAN Data Warehouse  
Includes members in arrears from iMIS database*

# Summary

- Novel approach to build leadership pipeline into organization through:
  - Career Stage
  - Career Setting
  - Diversity
  - Advocacy
- Benefits outweigh challenges
- Builds ambassadorship and lasting loyalty

# Thank you

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# Questions?

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