Growing Your Leadership Pipeline

Mary E. Post, MBA, CAE
Chief Executive Officer, American Academy of Neurology

Angela M. Babb, MS, CAE, APR
Chief Communications & Membership Officer, American Academy of Neurology
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
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.
Learn more and apply at 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
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
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
Advocacy

Palatucci Advocacy Leadership Forum

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

• Leading Oneself
• Leading Others
• Leading Neurology
Program Components

• Leadership curriculum
• Physician mentor
• Coaching
• Group calls

• In-Person meetings
• Group Project with physician advisors
• Alumni support
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.

100% learned strategies for managing a better practice.

DIVERSITY LEADERSHIP PROGRAM

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

29,500
US members

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
Questions?