



Governance & Leadership Excellence
Across Medicine



Program Overview

Driving Governance Excellence in Specialty Societies

As a coalition of more than **50 organizations** representing more than **800,000 physicians**, the **Council of Medical Specialty Societies (CMSS)** elevates the unique role of medical specialty societies. Our mission is to advance the expertise and collective voice of specialty societies in support of physicians and the patients they serve. Working together, we advance healthcare for patients and physicians.

The **CMSS Governance & Leadership Excellence Across Medicine (GLEAM) Program** is specifically designed to meet the governance and leadership development needs of medical specialty societies. This annual program will equip medical society leaders with the tools and connections they need to thrive in their leadership roles. The program is designed to cultivate professional growth, increase collaboration, and incorporate intersectionality in the medical profession. Participants should anticipate high-level interactive programming with real-world examples created specifically for staff and leaders in the medical community, as well as discussion of cross-cutting issues that affect specialty societies and the medical profession.

Join us for GLEAM 2025 to advance governance and leadership excellence across medicine together.



Topic and Issue Areas

The GLEAM program includes cutting-edge research and exploration of issues both common to association governance and unique to medical societies, such as:

- High-Performing Boards, Dysfunctions of Boards
- Managing Conflict or Duality of Interest
- Board/Staff Partnerships
- Driving DEI policy and culture to advance Health Equity
- Building Trust, Courageous Leadership and Ethics
- Risk Taking & Risk Tolerance
- Succession Planning & Leadership Development
- Integrating & promoting Advocacy in today's political climate
- Navigating regulatory threats/burdens
- Engaging younger members and volunteer leaders
- Physician Workforce Issues & Burnout



Program Features

GLEAM participants can take advantage of **six months** of engagement with peers across specialty societies and with our faculty partners. The program runs from **May - November 2025** and includes the following elements.

- **Independent Learning Modules (3)**
 - Explore self-paced video and audio modules and pre-reads curated by our faculty partners.
 - Work with your society team to explore how the content applies to your setting.
- **Case-Based Learning Sessions (3)**
 - Join a small cohort group of 3-5 societies for case-based learning and exploration of governance issues and best practices across societies.
- **All-Cohort Learning Sessions (2)**
 - Connect with all program participants and faculty and explore emerging themes across the cohort.
- **In-Person GLEAM Summit**
 - Join your colleagues for a 1.5-day in-person event, **November 18-19, 2025 in Washington, DC.**
 - Dive deep into cross-cutting medical society issues and build relationships with peers.



Our Partners



CMSS has partnered with **Association Management Center (AMC)** to facilitate this unique program for medical specialty societies. Program faculty includes Mark Engle, DM, FASAE, CAE; Debbie Trueblood, MSW, FASAE, IOM, CAE; and Erin Volland, MPA, CAE.

Their research and leadership in the governance field and experience working with the medical specialty society community are invaluable to the program cohort.

Participation & Registration Details



Who Should Participate?

The GLEAM Program is designed by and for medical specialty societies. We recommend society teams of **at least 3 participants**, including:

- CEO/Executive Director (*required*)
- Board Chair/President
- Board President-Elect
- Senior staff members (C-Suite or Governance Directors)
- Emerging society leaders

New in 2025:
CMSS is a CAE Registered Provider and **CAE Credits** will be available for GLEAM Participants.

What does Registration Include?

- The Per-Participant Registration Fees are:
 - **CMSS Members: \$1,100**
 - **Non-Members: \$1,320***
- This fee covers all program elements, including the November in-person Summit. A separate fee is required to attend the full CMSS Annual Meeting.

**Please note: Non-Member participation is subject to review and approval by CMSS to ensure meaningful engagement with our specialty society community.*



For details and to register, visit: www.cmss.org/gleam

Questions? Contact Julia Peterson, CAE | jpeterson@cmss.org

2025 CMSS GLEAM EVENTS

KEY:		
All-Cohort Virtual Event	Independent Learning	
Small Cohort Virtual Event	In-Person Event	
JANUARY	FEBRUARY	MARCH
Registration Open	Registration Open	Registration Open
APRIL	MAY	JUNE
Registration Closes	All-Cohort Learning Session 1	Case-Based Learning Session 1
Cohort Details Shared	Module 1 Independent Learning	
JULY	AUGUST	SEPTEMBER
Module 2 Independent Learning	Case-Based Learning Session 2	All Cohort Learning Session 2
		Module 3 Independent Learning
OCTOBER	NOVEMBER	DECEMBER
Case-Based Learning Session 3	CMSS GLEAM Summit 11/18 evening 11/19 all day Washington, DC CMSS Annual Meeting 11/20-21 Wash. DC	