



# GLEAM

Governance & Leadership Excellence  
Across Medicine



## Program Overview

### Driving Governance Excellence in Specialty Societies

As a coalition of more than **50 organizations** representing nearly **1 million 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. Through high-level, interactive programming and real-world examples, GLEAM illuminates leading governance practices and cultivates leadership, increases collaboration, and builds intersectional relationships across the medical community. This annual program equips participants with the tools, resources, and connections they need to lead with confidence in an evolving healthcare environment.

*Join us for GLEAM 2026 to advance governance and leadership excellence across medicine together.*



### Topic and Issue Areas

The GLEAM program explores cutting-edge research and real-world challenges in association governance, with a special focus on the complexities of medical societies.

Topics include:

- Building high-performing Boards
- Navigating conflicts of interest
- Strengthening Board/Staff partnerships
- Making effective decisions in the face of risk
- Leadership selection and succession
- Ethical leadership
- Building trust and psychological safety
- Crisis management in healthcare
- Advancing advocacy and health equity
- Engaging & supporting emerging leaders



# Program Features

GLEAM participants can take advantage of **six months of engagement** (May-November) with peers across specialty societies and with our faculty partners. The program features **new and redesigned content and learning experiences** that are timely, relevant, and engaging:

- **Independent Learning Modules**
  - 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.
- **Redesigned Leading Practices & Case-Based Learning Sessions**
  - Connect with all program participants and faculty to explore emerging themes across the cohort.
  - Participate in small cohort groups for case-based learning and exploration of governance issues and best practices across societies.
- **In-Person GLEAM Summit**
  - Join your colleagues for an in-person summit on **November 18, 2026 in San Diego, CA**.
  - Dive deep into strategic governance and leadership issues and build relationships with peers.
- **New in 2026**
  - Office Hours with GLEAM faculty, providing dedicated time to explore real-world governance and leadership questions
  - An optional opportunity to complete individual or team CliftonStrengths® Assessments to build self-awareness and strengthen team effectiveness



## Our Partners

CMSS partners with **Association Management Center (AMC)** to facilitate this unique program for medical specialty societies. Program faculty includes **Linda Caradine-Poinsett, PhD, MJ, MBA; Steve Smith, MS, CAE, FAAMSE; 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

### 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. CAE Credits are available for all participants.

*\*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](http://www.cmss.org/gleam)

Questions? Contact Julia Peterson, CAE | [jpeterson@cmss.org](mailto:jpeterson@cmss.org)



# 2026 CMSS GLEAM EVENTS

KEY:		
<b>Virtual Learning Event</b>	<b>Independent Learning</b>	<b>In-Person Event</b>
JANUARY	FEBRUARY	MARCH
	Registration Open	Registration Open
APRIL	MAY	JUNE
Registration Closes Program Details Shared	<b>Introductory Virtual Session</b>  <b>Module 1</b> <b>Independent Learning</b>	<b>Leading Practices Learning Session 1</b>  <b>*Office Hours</b>
JULY	AUGUST	SEPTEMBER
<b>Module 2</b> <b>Independent Learning</b>	<b>*Office Hours</b>	<b>Leading Practices Learning Session 3</b>  <b>*Office Hours</b>
<b>Leading Practices Learning Session 2</b>	<b>Module 3</b> <b>Independent Learning</b>	
OCTOBER	NOVEMBER	DECEMBER
<b>Module 4</b> <b>Independent Learning</b>	<b>Pre-Summit</b> <b>Independent Learning</b> <b>CMSS GLEAM Summit</b> <b>11/18 San Diego, CA</b>  CMSS Annual Meeting 11/19-20	