



Leading to Uplift: Through COVID-19 and Beyond

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Say “Yes”

CHALLENGES ARE GIFTS
*that force us to search for a new
 center of gravity.*

Don't fight them. Just find a
NEW WAY TO STAND.

- Oprah Winfrey



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Where are We Now?



34% *think the COVID-19 PANDEMIC IS OVER.*

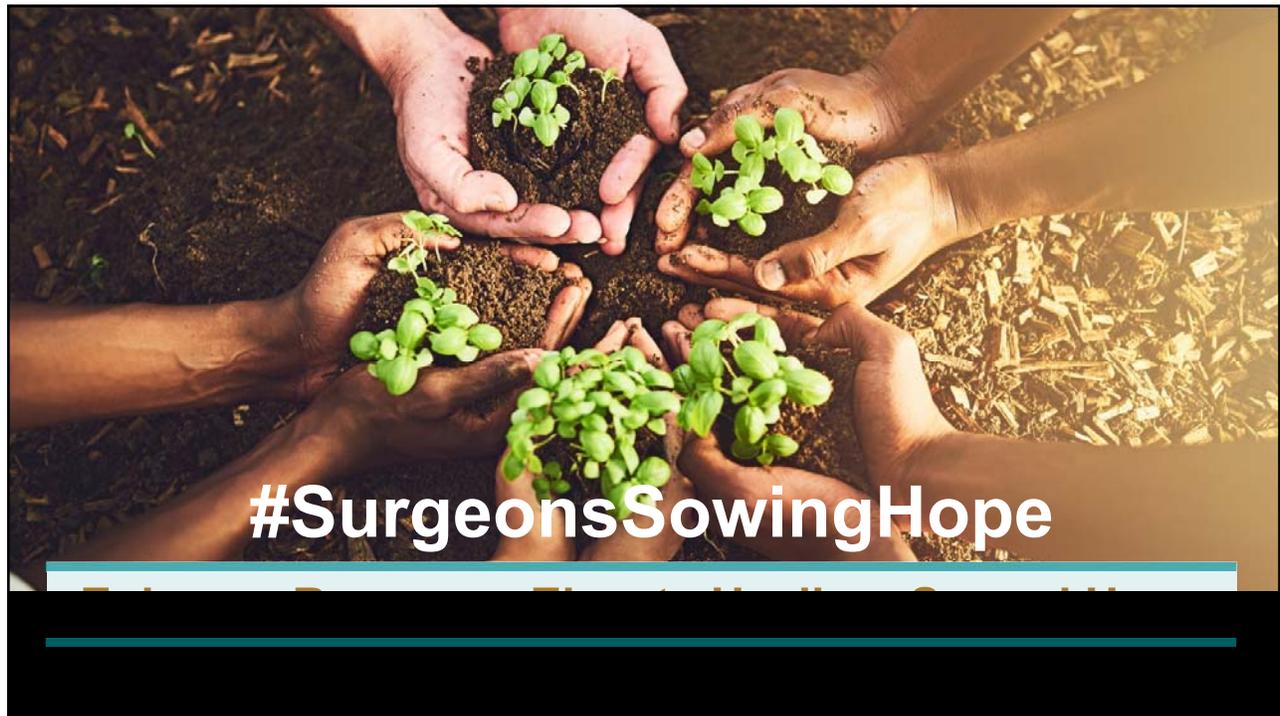
21% *say their lives are BACK TO NORMAL.*

50% *say their lives are FOREVER CHANGED.*

34% *think COVID-19 DISRUPTIONS WILL LAST.*

Source: Gallup Poll, April – May 2022

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FOLLOW YOUR NORTH STAR

*What did I **LEARN** today?*
*How did I **HELP** other people?*
*What was my **OVERALL IMPACT**?*



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Johns Hopkins Hospital
Department Chairs, 2012

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Lead with Questions

HOW ARE YOU?

Are you on a **PATH TO ACHIEVE** our team goals and your goals?

How can I **HELP YOU?**

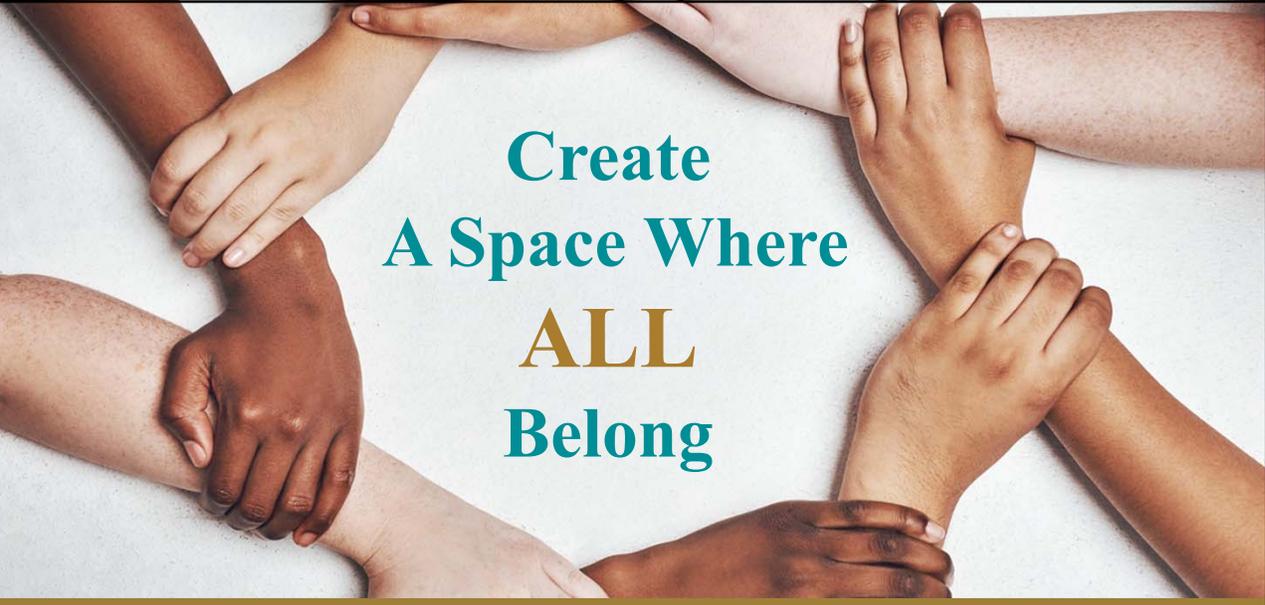
Tarnoff, Michael MD. Dissecting the Important Difference Between Good Surgeons and Good Leaders. *JAMA Surgery*, July 2020.



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<h2>Turn Caring into Action: Well-being Resources for All Teammates</h2>	<p>BestHealth For Us Provides Resources and Education</p> 
	<p>Chaplaincy Support</p> 
	<p>Code Lavender <i>(for leaders)</i> Tool for Crisis Response</p> 
	<p>EAP Short Term support and referral resources</p> 
 	

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**Create
A Space Where
ALL
Belong**




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OUR OPPORTUNITY

Vascular Surgery in the U.S.

Women

- **30%** of Vascular Surgery Residents
- **15%** of Vascular Surgeons
- **15%** of Residency Program Directors
- **12%** of Fellowship Program Directors
- **5%** of Division Chiefs
- **8%** of Journal Editorial Boards

Minorities

- **52%** of Residents are White
- **26%** of Residents are Asian
- **6%** of Residents are Hispanic
- **5%** of Residents are Black

Cui CL, Khan MA, Janssen CB, et al. Women Representation in Academic Vascular Surgery: Leadership, Education, and Research. *J Vasc Surgery*. Volume 74, Issue 3, E75-E76.

Arya S, Franco-Mesa C and Erben Y. An Analysis of Gender Disparities Amongst United States Medical Students, General Surgery Residents, Vascular Surgery Trainees, and the Vascular Surgery Workforce. *J Vasc Surgery*. Jan 2022, Volume 75, Issue 1, 5-9.




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Mentorship

A Privilege and a Partnership



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Change Who is in the Room

If they don't give you a seat at the table,



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WAKE Active Bystander Training

- W**ork with who you are
- A**sk questions
- K**ey people: who else could help?
- E**mploy distraction techniques



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MAKE A DIFFERENCE

Celebrate • Elevate • Innovate • Uplift



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Remember Your “Why”

*Good teams make great ones when the members **TRUST** each other enough to surrender the **ME FOR THE WE.***

- Phil Jackson






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Lead to Uplift






Say “Yes”

Follow Your North Star

Lead with Questions

Turn Caring into Action

Mentor as a Partner

Change Who is in the Room

Celebrate, Elevate, Innovate

Remember Your “Why”

#SurgeonsSowingHope

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