

Northwestern  
**Kellogg**  
School of Management

SOCIETY OF UNIVERSITY SURGEONS

# LEADERSHIP AGILITY PROGRAM

**September 17-20, 2017**

*Kellogg School of Management, Northwestern University, Evanston, IL*

# LEADERSHIP AGILITY PROGRAM

September 17-20, 2017

## GENERAL INFORMATION

### PROGRAM OVERVIEW

The SUS Leadership Agility Program, designed in collaboration with Kellogg School of Management, equips leaders to advance their careers in academic medicine amidst an ever-changing landscape. The program leverages Kellogg's strength in meeting the unique design requirements of the healthcare sector through faculty and practitioners who have instructed thousands of healthcare professionals on their leadership journey. This program is rooted in theory-driven knowledge and concrete strategies that allow participants to put new ideas into action.

### WHO SHOULD ATTEND/TARGET AUDIENCE

Aspiring Surgical Leaders, Division Chiefs, Center Leaders, Hospital and Medical School Leaders

### VENUE

The course will take place at the James L. Allen Center, which is located on Northwestern University's Evanston, Illinois campus on the western shores of Lake Michigan. The Allen Center is designed to facilitate peer learning and informal interactions among faculty and participants. It is completely self-contained with classrooms of all shapes and sizes, fully equipped study-group rooms, bedrooms, dining rooms, lounge areas, snack rooms, laundry service and an exercise room. All 150 bedrooms are equipped with Internet connections and voice mail. During your stay, you will enjoy a private bedroom and bathroom with views of Northwestern University's campus or the lakefront and your commute to the Course each morning is only a brief elevator ride or quick walk downstairs from your room. The Evanston Campus is about a 30-minute drive from Chicago's O'Hare International Airport, with taxis readily available going both to and from the airport to the Allen Center.

### REGISTRATION INFORMATION

#### Registration fees include:

- Private lodging at the Allen Center for the evenings of September 17, 18, and 19, 2017
- All meals (Breakfast, Lunch, Dinner) for the duration of the course beginning with Lunch on September 17 and concluding with Lunch on September 20
- Tuition
- Course Materials

This course is limited to 50 participants and guests are not permitted. Travel to and from the Allen Center for the course is the responsibility of the registrant.

#### Registration fees are:

Early Bird Registration (by May 1, 2017):

- \$5,500 for SUS Members
- \$6,000 for Non Members

After May 1, 2017:

- \$5,800 for SUS Members
- \$6,300 for Non Members

Additional fee if arriving to the Allen Center on September 16:

- \$375 (includes lodging on the night of September 16 and meals at the Allen Center)

### CANCELLATION AND REFUND POLICY

If a registrant is unable to attend, their registration may be transferred to another registrant of the same category. Transfer requests must be submitted in writing to [info@susweb.org](mailto:info@susweb.org). If a registrant is unable to transfer their spot in the course by August 15, 2017, a refund will be issued, less a \$500 cancellation fee. Registration cancellation requests must be made in writing and received by August 15, 2017 to [info@susweb.org](mailto:info@susweb.org). No refunds will be issued for cancellations received after August 15, 2017. "No Shows" are subject to the full course fee.

For more information about this program, visit the SUS website at [www.susweb.org](http://www.susweb.org) or email [info@susweb.org](mailto:info@susweb.org).

## PROGRAM SCHEDULE

### SUNDAY, SEPTEMBER 17

- 11:15 am – 12:00 pm **\*OPTIONAL\* Lunch**
- 12:00 pm – 12:15 pm **Program Welcome** – *Ann Zastrow, Director of Kellogg Executive Education Programs and Taylor Riall, MD, PhD, SUS President*
- 12:15 pm – 5:00 pm **Business Basics** – *David Friedman*  
(Break from 1:30 pm till 1:45 pm and 3:15 pm till 3:30 pm)
- 5:15 pm – 6:30 pm **Reception and Dinner**
- 6:30 pm – 8:00 pm **SUS Keynote Address**  
*Dinner Keynote by Kathy Bollinger, FACHE, CEO & Executive Vice President, Banner - University Medicine*

### MONDAY, SEPTEMBER 18

- 8:30 am – 11:45 am **Negotiation Fundamentals: Essential Skills for Leaders** – *Nicholas Pearce, PhD*  
(Break from 10:00 am till 10:15 am)
- 11:45 am – 1:00 pm **Lunch**
- 1:00 pm – 4:15 pm **Understanding Financial Statements** – *Sri Sridharan, PhD*  
(Break from 2:30 pm till 2:45 pm)
- 4:30 pm – 6:00 pm **SUS Speaker** – *Mary Hawn, MD, MPH, Professor and Chair, Dept. of Surgery, Stanford University School of Medicine*
- 6:00 pm – 7:30 pm **Dinner and \*OPTIONAL\* Group Activity: Dine-Around in Evanston**

### TUESDAY, SEPTEMBER 19

- 8:30 am – 11:45 am **Human Capital: Strategy and Leadership** – *Brian Juncker, PhD*  
(Break from 10:00 am till 10:15 am)
- 11:45 am – 1:00 pm **Lunch**
- 1:00 pm – 4:15 pm **Build Your Leadership Capacity to Engage for Change** – *Barbara Trautlein, PhD*  
(Break from 2:30 pm till 2:45 pm)
- 4:30 pm – 6:00 pm **SUS Speaker** – *Rebecca M. Minter, MD, Professor and Alvin Baldwin, Jr. Chair in the Dept. of Surgery, UT Southwestern Medical Center*
- 6:00 pm – 7:30 pm **Reception and Dinner**
- 7:30 pm – 9:00 pm **\*OPTIONAL\* SPARK Talk**

### WEDNESDAY, SEPTEMBER 20

- 7:30 am – 11:00 am **Healthcare Management: The Changing Landscape** – *David Dranove, PhD*
- 11:00 am – 11:30 am **Evaluations**
- 11:30 am – 12:30 pm **\*OPTIONAL\* Lunch**

For more information about this program, visit the SUS website at [www.susweb.org](http://www.susweb.org) or email [info@susweb.org](mailto:info@susweb.org).

### BUSINESS BASICS

Every discipline – law, medicine, business – has its own structural foundation and its own vocabulary. This session will acquaint you with the fundamentals of business, including economics, finance, marketing, business communication and organization behavior and development. You will become familiar with the basics of these fundamental business topics and gain facility in knowing the right questions to ask when confronting business issues. Business basics will lay the groundwork for a deeper examination of some concepts which follow in the program.

### UNDERSTANDING FINANCIAL STATEMENTS

While financial statements are essential diagnostic tools for assessing the health of any business, few physicians (and many managers) are trained to understand or analyze them. This session will present the origin, use and analysis of the three key financial statements. Additionally, the session will cover the basics of cash, accrual and cost accounting and why and when each may be appropriately employed.

### NEGOTIATION FUNDAMENTALS: ESSENTIAL SKILLS FOR LEADERS

Being an effective negotiator is important in every phase of business. In this session, participants will learn evidence based characteristics of effective negotiation, followed by an exercise designed to test their skills, discovering their own strengths and weaknesses as negotiators. The session concludes with a group debrief of the exercise.

### HUMAN CAPITAL: STRATEGY AND LEADERSHIP

Decisions and actions surrounding question of human capital can make the difference between function and dysfunction in an organization. In this session, we will consider strategies for successful selection, engagement and retention, discuss the role of performance management in a strong organization, and consider the importance of diversity and inclusion in your workplace culture and how you, as a leader can impact culture.

### BUILD YOUR LEADERSHIP CAPACITY TO ENGAGE FOR CHANGE

Whether brought about by insurance requirements, technology, new regulations, a merger or acquisition, or the Affordable Care Act, change is a constant in medicine. As a result, most leaders today are highly experienced with change, but far less experienced with change done right – nearly 70% of change efforts fail. This session will acquaint you with strategies and practices to help you confidently lead effective and lasting change in your organization.

### HEALTHCARE MANAGEMENT: THE CHANGING LANDSCAPE

This session will present a current point of view on the state of the industry.

### FOR MORE INFORMATION...

For more information about this program, visit the SUS website at:  
**[www.susweb.org](http://www.susweb.org)** or email **[info@susweb.org](mailto:info@susweb.org)**

## KATHY BOLLINGER, FACHE

*CEO and Executive Vice President, Banner - University Medicine*



Kathy Bollinger was named Executive Vice President of Banner University Medicine in 2015. In this role she is responsible for Banner – University Medical Center Phoenix, Banner – University Medical Center South and Banner – University Medical Center Tucson in addition to Banner – University Medical Group. She is also responsible for operating efficiency and clinical excellence and oversight of the University of Arizona Medical Schools’ relationship with Banner Health. Kathy serves as the Co-chair of the newly formed Academic Management Council (governance structure) for Banner Academics.

Kathy is originally from Chicago and has held a numerous roles in healthcare since graduating in 1979 with a Master’s in Speech and Language Pathology from Eastern Illinois University.

Kathy is a certified Hudson Institute Coach, and believes that leadership is the critical success factor to organizational success. She enjoys serving as coach and mentor to her teams and next generation leaders.

## MARY HAWN, MD, MPH, FACS

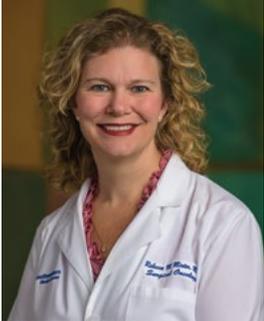
*Stanford Medicine Professor of Surgery and Chair, Department of Surgery, Stanford University School of Medicine*



Dr. Mary T. Hawn is the Stanford Medicine Professor of Surgery and Chair of the Department of Surgery at Stanford University. Dr. Hawn, a native of Michigan, received her education and general surgical training at the University of Michigan. She completed her minimally invasive surgical fellowship at Oregon Health and Sciences University. Her clinical area of specialty is minimally invasive foregut surgery. Dr. Hawn is a funded health services researcher and her projects focus on quality measurement and policy in surgical populations. She is a Director for the American Board of Surgery and serves on the editorial board of *Annals of Surgery*, *Journal of the American College of Surgeons*, *Journal of Gastrointestinal Surgery* and the *American Journal of Surgery*. Dr. Hawn has several additional leadership roles in American Surgery including Chair of the American College of Surgeons Scientific Forum Committee and as Treasurer and a Trustee for the Surgical Society of the Alimentary Tract. She is the co-Editor of the surgical textbook *Operative Techniques in Surgery*.

## REBECCA M. MINTER, MD

*Professor of Surgery and Alvin Baldwin, Jr. Chair in Surgery, UT Southwestern Medical Center*



Rebecca M. Minter, M.D., is the Vice Chair of Clinical Operations and Finance, Chief of the Hepatopancreatobiliary Surgery Section in the Division of Surgical Oncology, and the Alvin Baldwin Jr Distinguished Professor of Surgery at the University of Texas Southwestern Medical Center. Dr. Minter graduated magna cum laude from the University of Denver, received her M.D. degree from the University of Texas Southwestern Medical School, and went on to general surgery residency training at the University of Florida College of Medicine. Upon completion of training, Dr. Minter joined the faculty at the University of Michigan in July of 2003, where she stayed until July of 2015. While at the University of Michigan, Dr. Minter served as the Chief of the Advanced GI and Hepatopancreatobiliary Surgery Division, the Associate Chair of Education for the Department of Surgery, and the Associate Program Director for the General Surgery Residency program.

Dr. Minter's clinical practice is focused in the areas of pancreatobiliary and gastrointestinal surgery. She has a particular interest in the management and treatment of benign and neoplastic diseases of the pancreas, including pancreatic cancer, pancreatic cystic neoplasms, and pancreatitis. Dr. Minter is recognized as a clinical leader in her field and presently serves as the President-Elect of the Americas Hepatopancreatobiliary Association and as an Associate Editor of the journal, *HPB*.

Dr. Minter's research efforts are primarily focused within the domain of surgical education. This work is focused on the development of training frameworks which explicitly defines progressive entrustment and the development of autonomy. In addition, she is involved in national curricular reform efforts targeting critical transitions in surgical training to ensure readiness of entering and finishing surgical trainees. Dr. Minter holds national leadership positions in multiple societies in recognition of her work in the field of surgical education and academic surgery, and is the immediate past President of the Society of University Surgeons.