



Women's Leadership Programs in the US, Australia, and UK: Success, Sustainability, and Scope

@wendywchapman



United States

Donghua Tao



MEDINFO23

8 - 12 JULY 2023 | SYDNEY, AUSTRALIA

Run by the Women in AMIA (WIA) Committee

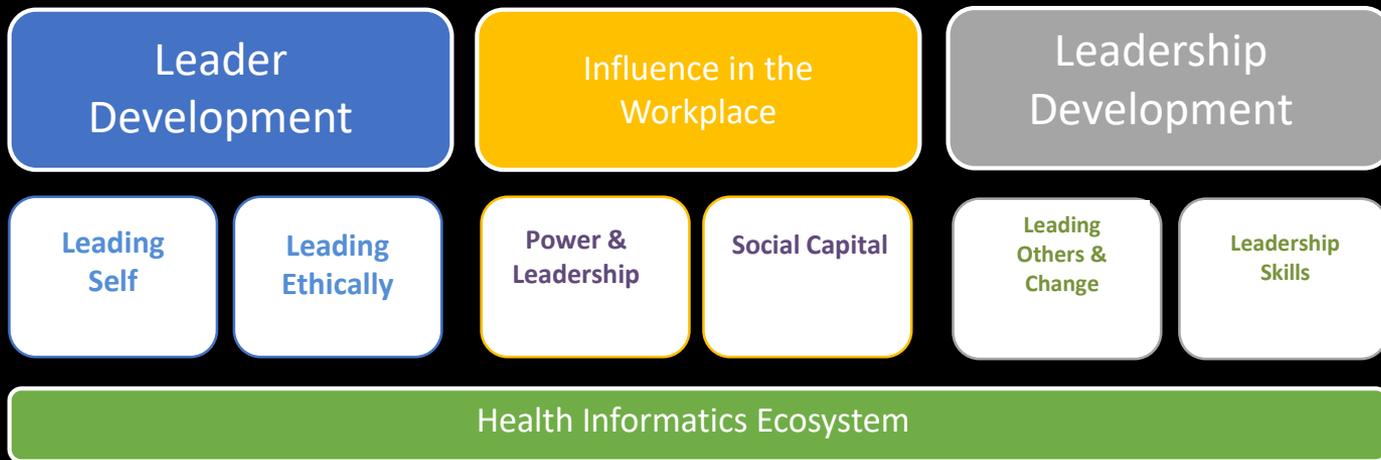
Competency, Connection, Confidence

Two cohorts
45 people



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Journal of the American Medical Informatics Association, 29(1), 2022, 163–170

<https://doi.org/10.1093/jamia/ocab232>

Advance Access Publication Date: 22 October 2021

Case Report



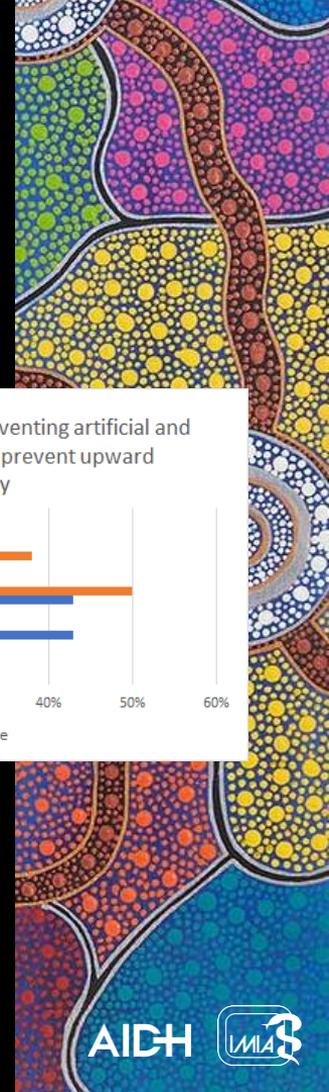
Case Report

Design and evaluation of a Women in American Medical Informatics Association (AMIA) leadership program

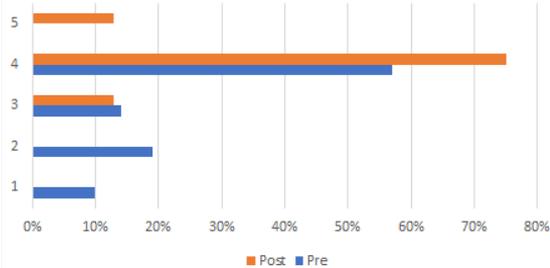
Adela Grando ¹, Jessica S. Ancker ², Donghua Tao³, Rachael Howe⁴,
Clare Coonan⁵, Merida Johns⁶, and Wendy Chapman⁷



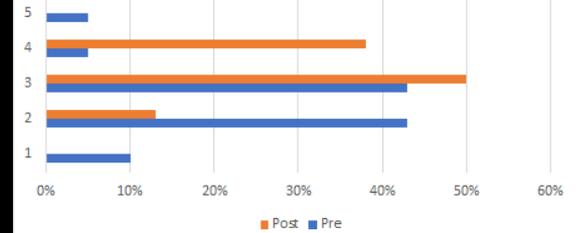
Leadership Strengths



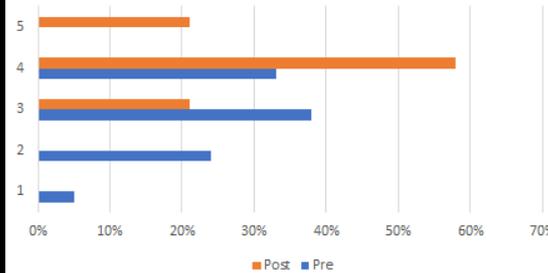
1. I am successfully using my leadership strengths in my current position



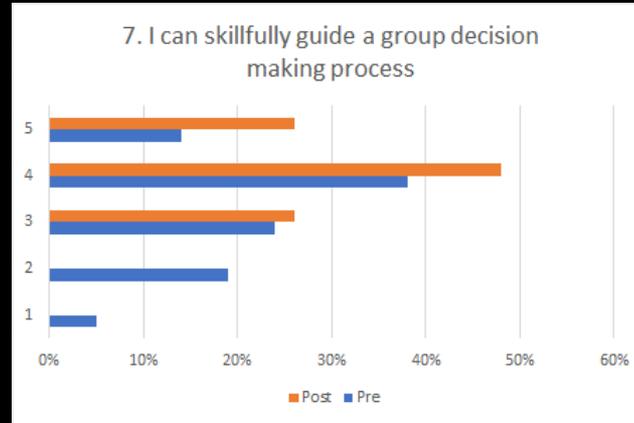
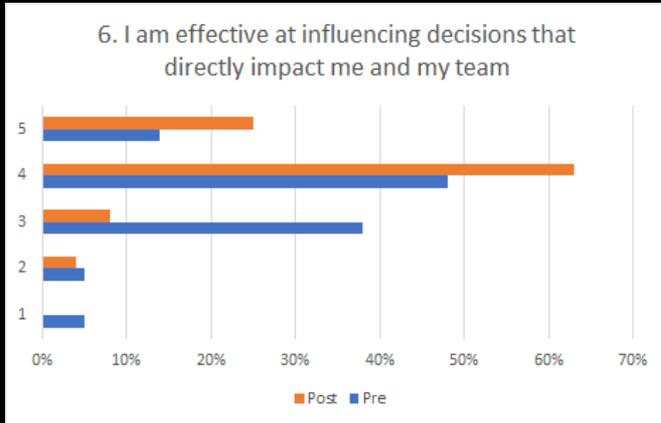
5. I am effective at circumventing artificial and structural barriers that prevent upward mobility



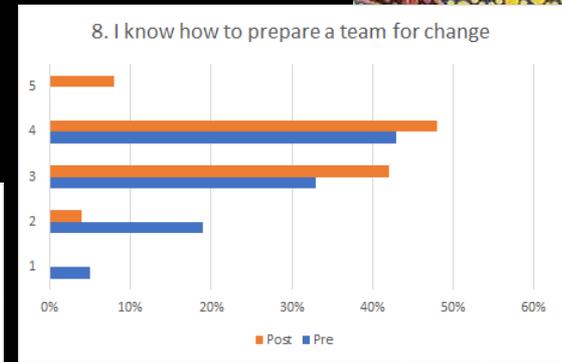
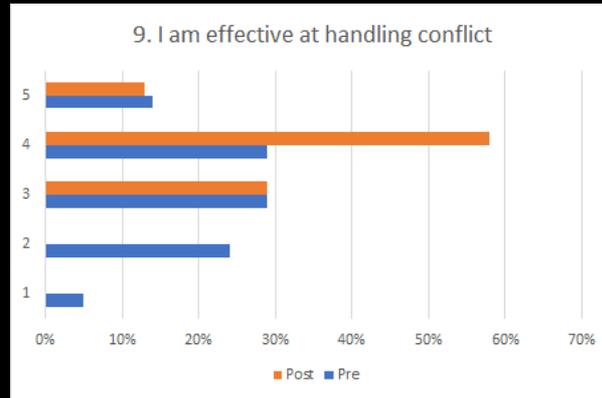
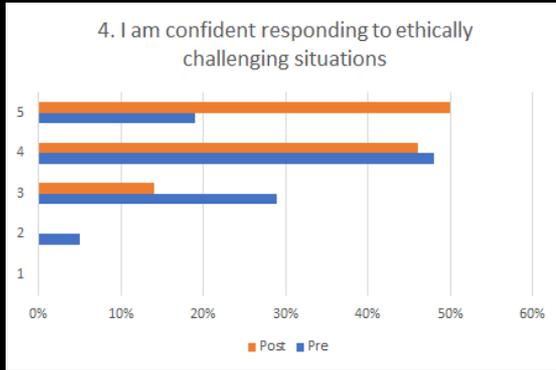
3. I excude leadership confidence and presence in my work situations



Communication, Influence and Decision-Making Skills



Change and Conflict Management





"The program made me realize that 1) leadership starts with leading self; 2) women often have more power than they think; and 3) women can channel this power through acting on their vision."



"The program helped me see that leadership is a reflection of my personality and values, it improved my self-confidence and it made leadership appealing to me"



7 month program 20-24 people

- Majority sponsored by their organizations
- Partial scholarships funded by industry and Go Fund Me

Tuition \$3,500 + travel

- Facilitation
 - Two in-person sessions
 - Monthly virtual sessions
- One-on-one monthly coaching
- Logistical administration



Challenges

Administration of the program
Not reaching enough people



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Australia

Kristal Kitto



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COMMITMENT TO SUPPORTING WOMEN DEVELOP AS LEADERS
OF DIGITAL HEALTH TO ENSURE THEY HAVE THE



Confidence to know you can
Competency to know how to
Connections to know you will be able to

deliver on the promise of transforming the healthcare
system, with a vision for **healthier lives, digitally enabled**

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Leading Self

Understanding self
Leadership perspective
Visible leadership

Outcome: Clear vision for personal leadership



Leading Culture

Leadership is a conversation
Navigating the ecosystem
Power of community
Taking the lead

Outcome: Clear vision for how to cultivate culture, navigate complexity and



Leading People

Developing creative teams
Strategic Leadership
Decision Making
Delegation

Outcome: Clear vision of how to develop the next generation of digital health leaders



1:1 Coaching

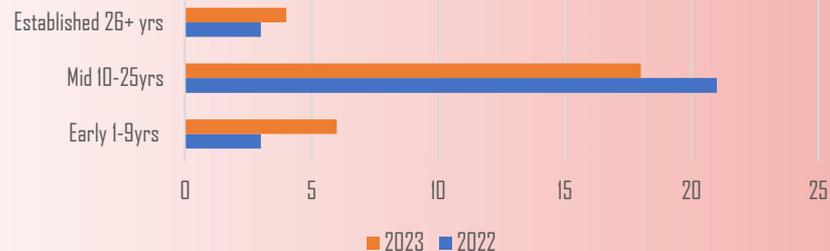
One session per person, per month available
(participants will book directly with the coaches)



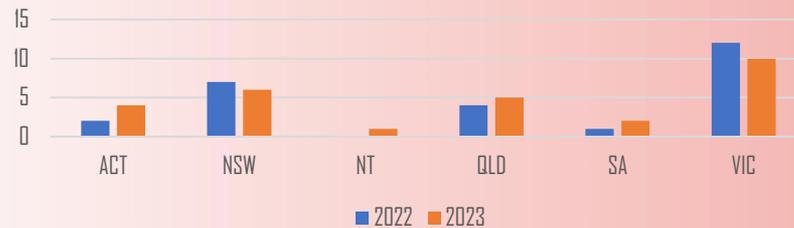
Demographics



Career stage



State



United Kingdom

Melissa Andison





Women's Leadership Programmes



<p><i>Participant demographics</i></p>	<ul style="list-style-type: none"> • First NHS network of women from minority ethnic groups in digital health • Named after the Black Panther character responsible for her country's technological success • Digital Shadowing launched in April 2022 • Identify as a woman from an ethnic minority 	<ul style="list-style-type: none"> • Women in middle to senior positions (age agnostic) working in a digital health • Work in any health technology or data analytics field • A mix of public and private sector organisations • Cohort 3 sponsored three places for Shuri Network members
<p><i>Curriculum and structure</i></p>	<ul style="list-style-type: none"> • Hosted on a timebank platform 'Hexitime' • Over 70 digital health professionals including CIOs, tech start-up founders, CCIOs, data analysts, AI experts and NHS directors • Give 6 hours and get 6 hours back 	<ul style="list-style-type: none"> • Strengths-based approach that embeds coaching and action learning • 8 modules that range from women and power to systems thinking and how to successfully innovate • Blended in person and online



Women's Leadership Programmes



<p><i>Facilitation, and networking</i></p>	<ul style="list-style-type: none"> • Hexitime web-based platform • People offering shadowing and shadowees need to sign up and create a profile • Videos and instructions to walk people through the process • Browse the list of digital health professionals and message someone to know more about their role 	<ul style="list-style-type: none"> • The learning outcomes are decided by the participants • The group are strongly encouraged to network using platforms (WhatsApp and MS Teams) • Each participant has formal coaching not mentoring • Supporting the individual to grow as a leader not to specifically in the field of informatics
<p><i>Business model</i></p>	<ul style="list-style-type: none"> • Free to join as either a member or an ally • People offering their time volunteer • NHS England funds the platform and the time to set up the scheme • Partnering to build a digitally confident and inclusive 	<ul style="list-style-type: none"> • Run by an independent consultancy • Cost of the programme is £2,700 +VAT • Includes 3 sessions of personal coaching and access to the 8 modules • The coaches are paid professionals rather than mentors



Women's Leadership Programmes



Tracey Thomas
Senior Manager
NHS

"For many years I struggled with finding my voice and bringing my different ideas to the table. At this point in my career, I have found my voice and ready to use it. Within the Shuri Network we are taking a systems approach to tackle systems of oppression.

Our recent survey identified that our members are keen to demystify careers in digital health, gain insights into roles and responsibilities within digital health leadership and explore new horizons and career options"



Aasha Cowey
Strategic Transformation Lead NHS

"I really enjoy completing the Minerva Programme last year, I met some wonderful women in the process and learnt a lot about myself. Minerva was particularly appealing to me due to the way the programme was structured and delivered –enabling me to better balance my personal life being a parent to a young child. I have taken away exercises and examples which I continue to use, and the coaching enabled me to process and overcome some difficult situations, reframing my perspectives on how I needed to approach things. I don't always get it perfect (who does!) but these strategies and techniques helped me in my new role, which I secured following the Minerva programme."



**Shuri
Network**



@NetworkShuri



www.shurinetwork.com



<https://open.spotify.com/show/0BV6Km8tkbPyByl6gBEjvC?si=467bc768d4cb4859>



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WOMEN'S LEADERSHIP
PROGRAMME



@Anniecoops @EthicalhealthUK



[Minerva - Ethical Healthcare](https://www.minerva-ethicalhealthcare.com)



<https://open.spotify.com/show/2VRQzKYhCE6rPyFTuMmkr?si=7fd7059d62854c5d>

Panel

Melissa Andison

Jorie Butler

Donghua Tao

Adela Grando

Noushin Nazarian

Kristal Kitto

