

# Increasing the Number of Women Physicians in Leadership Positions

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**Project Description:** I wanted to understand why there are a lower number of women physicians in leadership positions despite equal numbers of women entering medicine as a career. As a women physician in a leadership position, I believe that I have a responsibility to lend a hand to those women physicians coming behind me. I believed that if I could understand what these women physicians need to be comfortable stepping into leadership positions then I would be able to increase the number of women physicians in leadership throughout the country.

**Outcome -Oriented Objective:** A 10% increase in women physician leaders who have solid networks and mentoring to help them continue to progression their leadership journeys. (BIG HAIRY AUDACIOUS GOAL to say the least...)

## Solution:

I initially proposed as my solution to develop a mentoring program through my current network of physician women to help other physician women through their journeys into leadership.

Ultimately, the goal of the implementation was to pilot if developing a model in which a smaller number of women have mentoring and a solid networks of women physician leaders would result in a subsequent increase in the number of women physician choosing to go into leadership.

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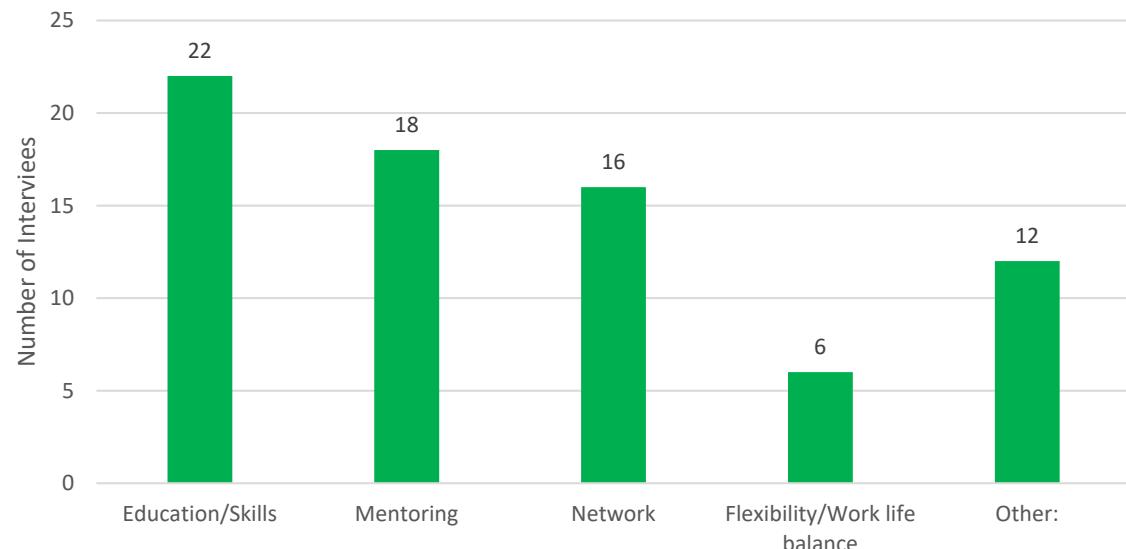
## Results

- I started this project in January of 2019 and we are now at the pilot phase.
- Through my interviews trends quickly emerged regarding the crucial skills/components that are needed for women physicians to develop into leaders.

## Next Steps

- Successfully pilot small groups of women physician mentoring programs, either within organizations or external to their current organizations.
- Scale these smaller mentoring programs across the county and link these together to create networks of women physician leaders.

## Crucial Skills for Women Physician Leaders



## Lessons Learned

- I focused my efforts around mentoring and network development as there are a lot of reputable organizations already doing great work in the Physician Education/Leadership Skills arena and I didn't want to duplicate their efforts.
- Big Hairy Audacious goals are difficult to achieve in a two year fellowship with a pandemic and job change ...
- In retrospect I should have focused down my CHIP to a more manageable level OR found someone else with the time/resources to pilot the mentoring programs.