Leading to Uplift: Through COVID-19 and Beyond

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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
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

#SurgeonsSowingHope
FOLLOW YOUR NORTH STAR

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

Johns Hopkins Hospital
Department Chairs, 2012
Lead with Questions

**HOW ARE YOU?**
Are you on a **PATH TO ACHIEVE** our team goals and your goals?
How can I **HELP YOU**?


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**Turn Caring into Action:**
Well-being Resources for All Teammates

- **BestHealth For Us**
  Provides Resources and Education

- **Chaplaincy**
  Support

- **Code Lavender**
  (for leaders)
  Tool for Crisis Response

- **EAP**
  Short Term support and referral resources
Create
A Space Where
ALL
Belong

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


Mentorship
A Privilege and a Partnership

Change Who is in the Room

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

Bring a folding chair. – Shirley Chisholm
WAKE Active Bystander Training

Work with who you are
Ask questions
Key people: who else could help?
Employ distraction techniques

MAKE A DIFFERENCE

Celebrate • Elevate • Innovate • Uplift
Remember Your “Why”

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

- Phil Jackson

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