



Strategic Shifts and Celebration

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GENERAL HOSPITAL



Today's Agenda

1

Identifying three perspective shifts required to think strategically

2

Applying the shifts to your current role

3

Bringing it altogether and celebrate



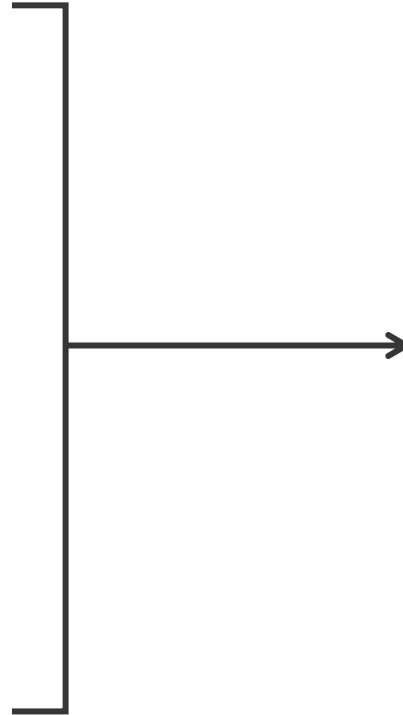
What Can You do With a Water Bottle?



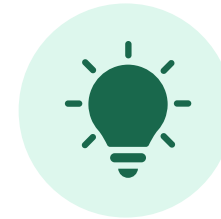
Strategic Thinking



1. Time + Creativity



Strategy



Solution



ROI

2. Solutions & Feasibility





Developing Strategic Perspectives

What does “being strategic” mean to you?



Strategic Gender Bias



Men

- Considered strategic
- Are focused on the macro
- Lead with “The BIG picture”
- Share their results



Women

- Considered tactical
- Are focused on tactical, minutia
- Lead by “Gotta get things DONE”
- Share their process



Reframe for Strategic Influence

Do it All

- Time/effort = commitment
- Perfection matters
- Want something done? I'll do it.



Do What Matters

- Results matter, not time spend
- Good is good enough
- How does this fit with my priorities?



Strategic Thinking: Three Shifts



01. Shift Your Perspective of You

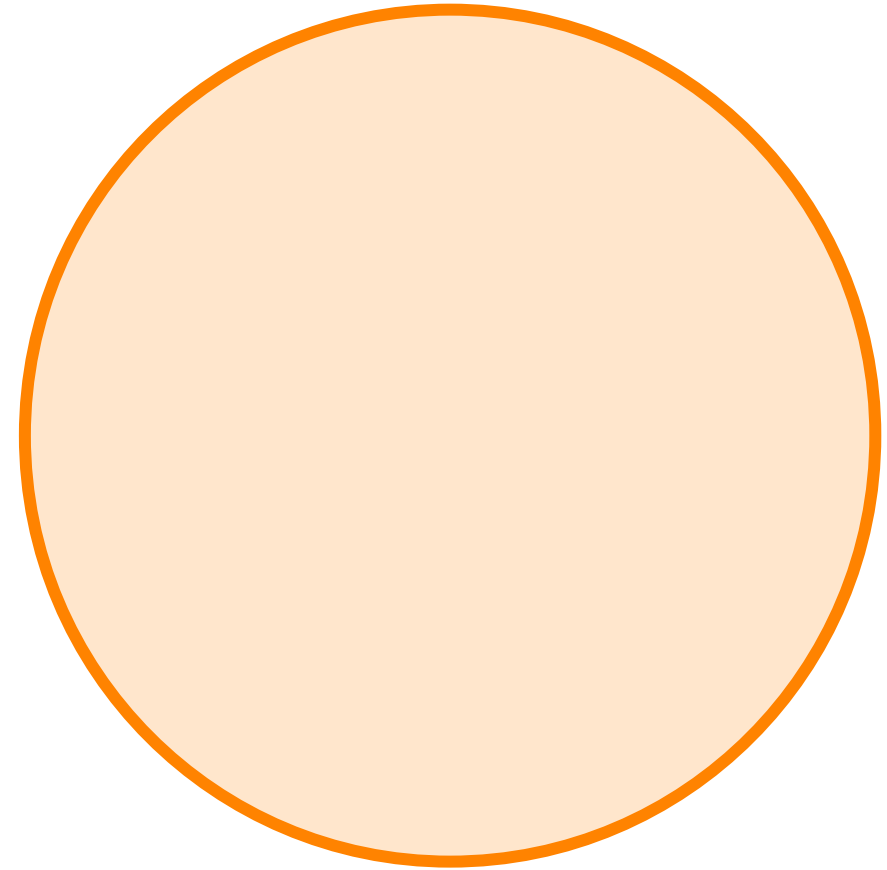
What impact you do
you want to have?

Strategic
Business
Leader

Contributor
or Manager



Your Comfort Zone



01. Shift Your Perspective of You

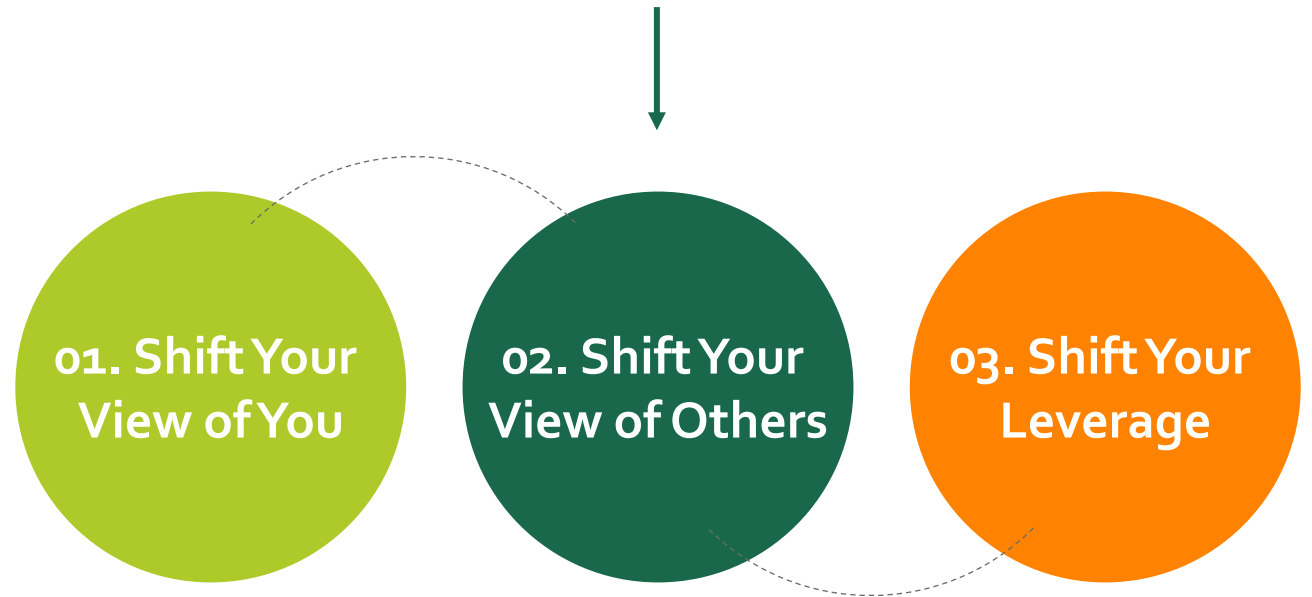
Actions or roles outside
of my comfort zone/areas
of resistance

Underlying assumption(s)?

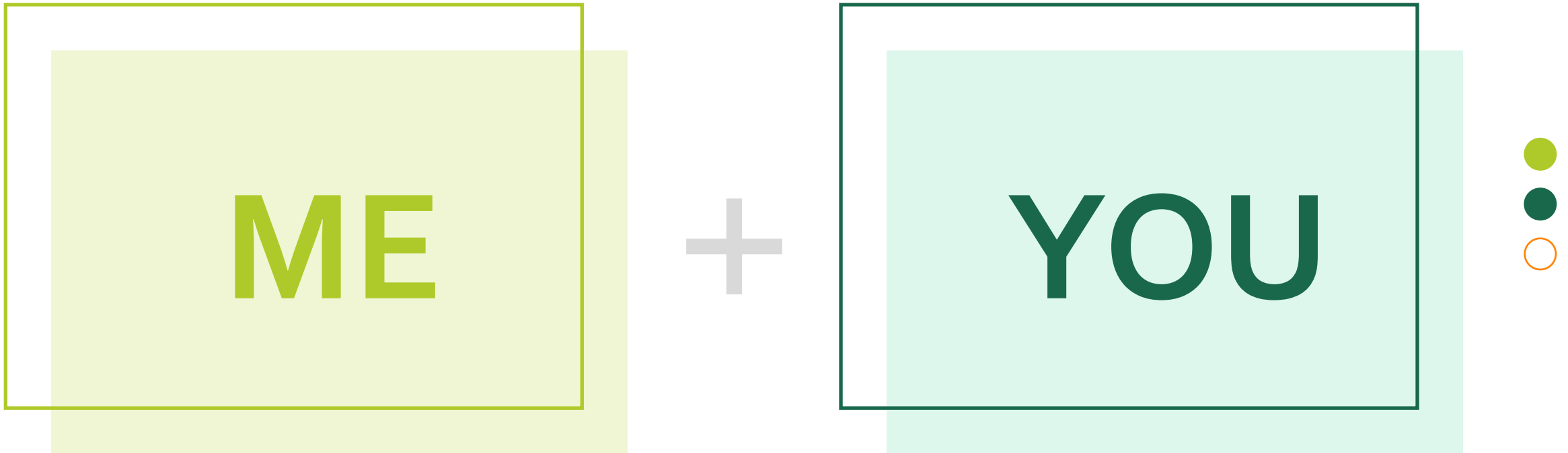
How can I REFRAME
my assumptions?



Strategic Thinking: Three Shifts



02. Shift Your Perspective of Others



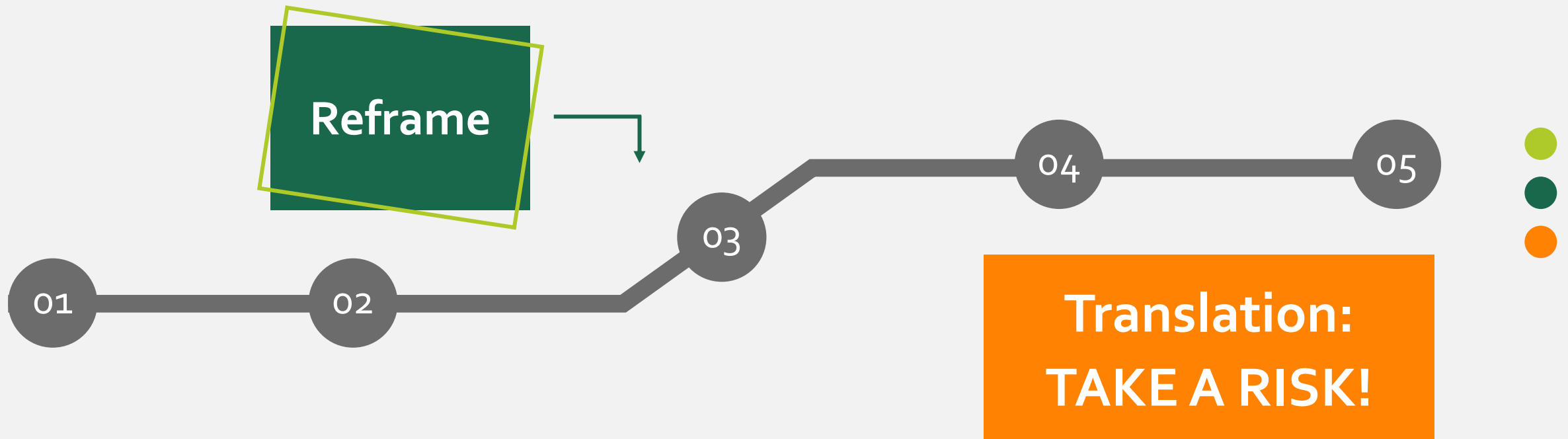
02. Shift Your Perspective of Others



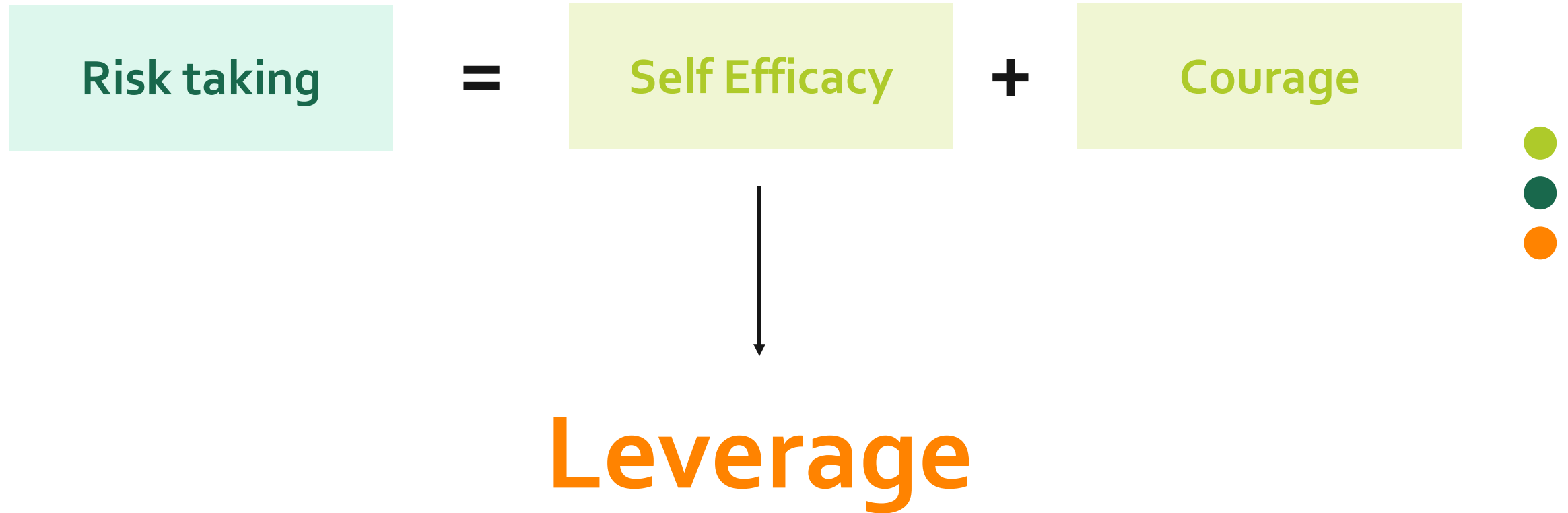
Strategic Thinking: Three Shifts



03. Shift Your Leverage



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Model for Risk Taking: Developing Self Efficacy + Courage



03. Shift Your Leverage

What risk will you take?

What is a risky,
but small first step?

How can you prepare?

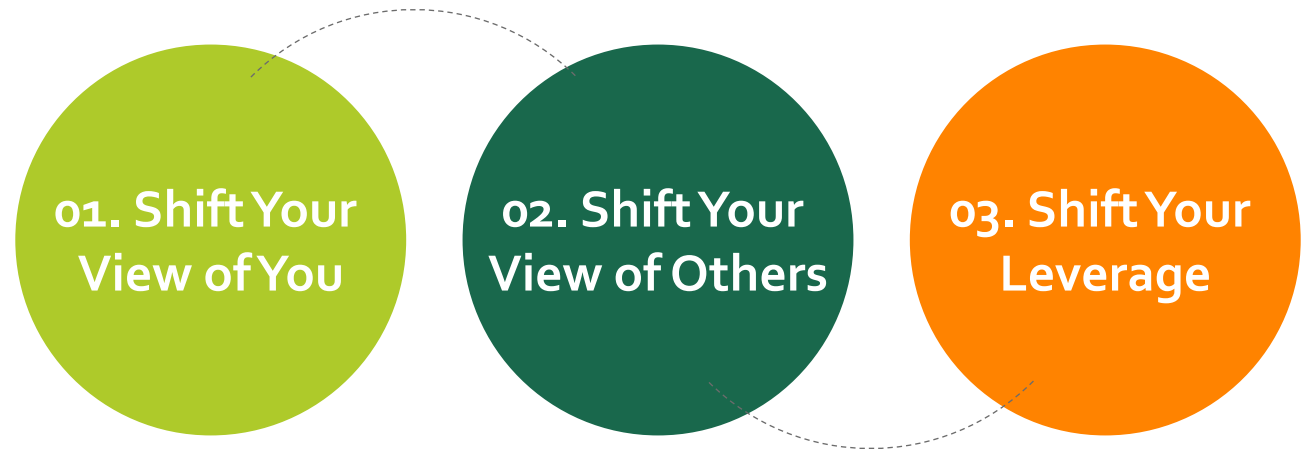
How can you test the
waters and fail fast?

What kind of support
do you need?

Thought questions: what is the impact of the risk, what is holding you back, where do you notice discomfort, what are the best/worst case scenarios (and how do they compare), what assumptions are you making about taking this risk, how can you reframe, how can you apply a growth mindset to this challenge?



Strategic Thinking: Three Shifts



Strategic Leadership: Action Planning

How it will help me achieve my goal:

What do I need to do?	Target date or check in	How can I measure success in this encounter?
1.		
2.		
3.		
4.		
5.		
6.		
7.		





Bringing it all together

Reflecting on Your Journey





Celebration Time

MGH Women in Leadership Class of 2020





Accountability Partners Celebration

How did your Accountability Partners
help you grow?





Words of Appreciation: For your Accountability Partners

01

She [and I] talked about work life balance; this struck a chord with me. This woman knows herself and will go far!

02

She [made me feel] like we were in this journey together...try to advocate for each other and help each other grow. I know this bond will help us moving forward.

03

She helped me see a really important lesson of how I was viewing myself and how that was impacting my vision as a leader.

04

She is a great listener and coach and she provided very useful insights and feedback as I develop my own leadership vision



Words of Appreciation: For your Accountability Partners

05

She helped me clarify my vision. Despite not being accountability partners past week one, I still feel she is with me.

She wears her heart on her sleeve, not afraid to share her vulnerabilities

06

She [and I] had a productive conversation about discrete steps in career development that we are planning over the next month

07

She [and I] share many unconscious biases...and it was amazing to meet with her to strategize how we can reframe these biases

08

She can always cut through the noise and speak with clarity...I trust her levelheadedness and intellect and was really glad I got the chance to work with her.



More Words of Appreciation

About participants:

There are those individuals that are the interstitium to your cells. They hold you together and keep you moving ever upward. These women are mine. I know they have so very much on their plate but yet they chose to engage in these four 90-minute sessions. It was so, so great to see them there each time. I feel even more connected now after this 4-part curriculum.

About the course:

The sessions have been...wonderful leadership series...really interesting and helpful.... wonderful opportunity to help us discover more about ourselves and our leadership potential....I will definitely share what I learned.... I've learned so much that I will most definitely take back to my work and life...

About Kerry:

Thank you, Kerry for.... your leadership and organizing this amazing group of women leaders....for having a vision for this group and this opportunity. We will certainly bring back and pay it forward I am amazed by your work....I am sure that was not easy to do and I am so proud of you for stepping up.



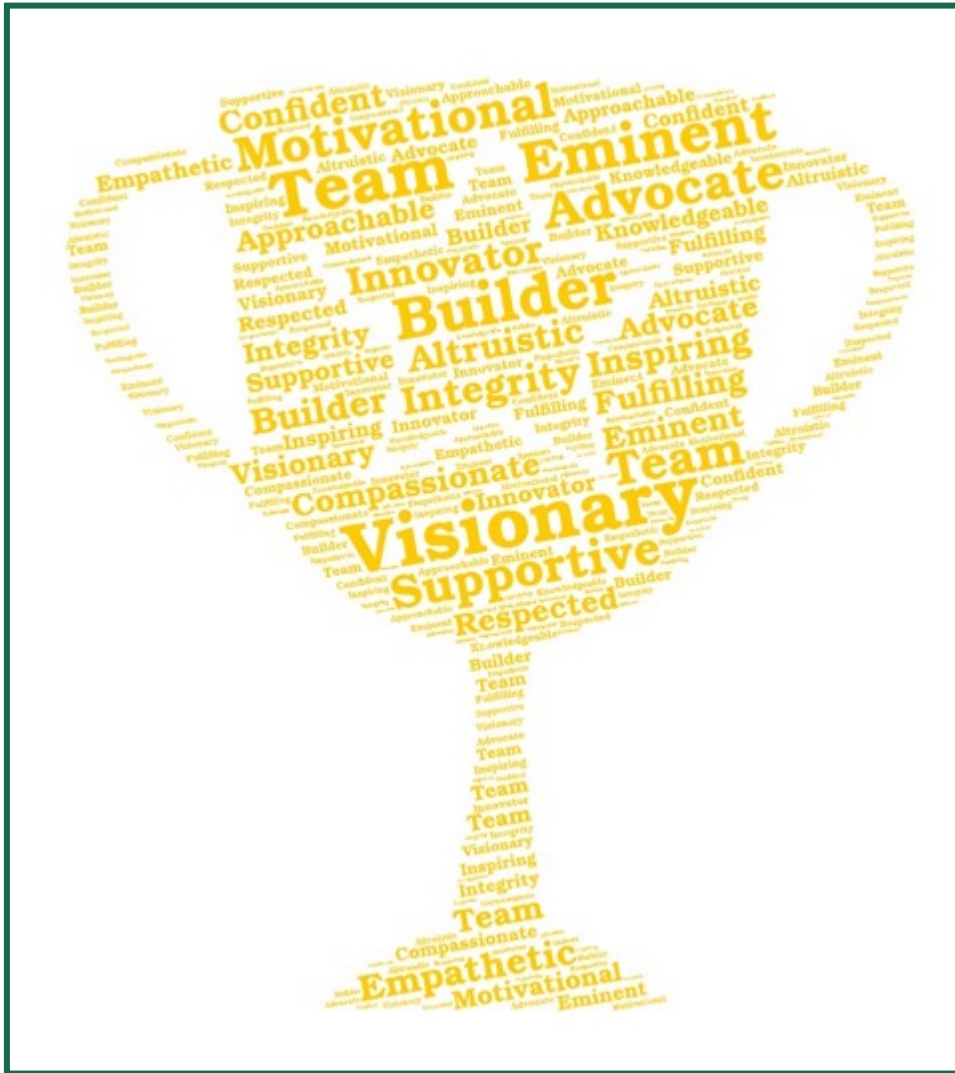
Big Fat Hairy Audacious Vision and Goal

Owning your career
and leadership success



Your Leadership Vision in ONE WORD





Visionary Approachable Innovator
Motivational Altruistic Empathetic
Supportive Integrity Knowledgeable
Eminent Inspiring Collaborative
Team-Builder Advocate Respected
Creative Compassionate Fulfilling
Confident

First Steps Toward Your Goal Achievements

- Taking lead on publication
- Set up international meeting
- Giving talks to build reputation
- Developing internal programs
- Submitted to IRB to become a site PI for an international, multiple site collaborative study
- Delegating appropriately
- Cutting down on clinic to make more time for research
- Dropped the unimportant tasks and now completely focus on the goal
- Self advocating and self-promoting more
- Aligning projects with longer term goal
- Embrace being a work in progress
- Practice more self-compassion
- More goal oriented rather than task oriented
- More confident
- Utilizing utilize “direct speak” in communication
- Identifying internal biases and examining them

Reflection on the Journey: What are You Taking Away?



Each person please share (1 minute each)

- What is your key lesson/gift/take-away?
- What does it mean to you?
- How do you feel about it?
- How will this help you achieve your vision, increase your impact, become a better leader?
- What else would you like to share?



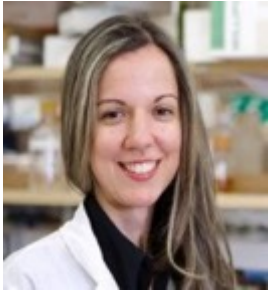
Congratulations – Class of 2020!



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Mary Beth Aronow



Priscilla Brastianos



Kimberly Brennan



Elizabeth Carstens



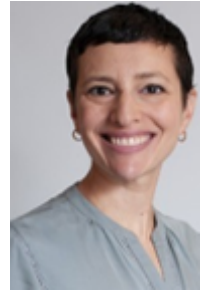
Amy Comander



Ibiayi Dagogo-Jack



Lipika Goyal



Amanda Guidon



Gaby Hobbs



Sophia Kamran



Minna Kohler



Rupa Narayan



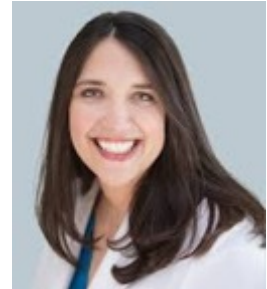
Kerri Palamara-McGrath



Aparna Parikh



Laura Petrillo



Kerry Reynolds



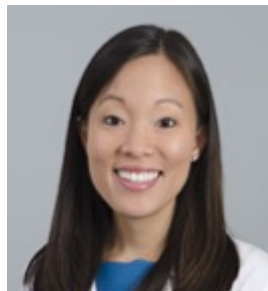
Rachel Rosovsky



Andrea Russo



Lecia Sequist



Jen Shin



Meghan Sise



Laura Spring



Paige Walsh



Rebecca Zon



A black and white photograph showing a person's hands typing on a laptop keyboard. The laptop is on a white, curved table. The screen displays a cityscape with a prominent tower, likely the Space Needle. The date 'September 22' is visible in the bottom left corner of the screen. The background is blurred, showing an outdoor setting with foliage.

Letter to Yourself

Three months from now, what do you want to be reminded of in terms of:

- Awareness and key insights
- Change in behavior and attitudes
- Commitments and actions
- Words of wisdom and encouragement





Coming in Action

“Moving forward, I am committed to...”





MGH Women in Oncology Leadership Program

**Congratulations
Class of 2020!**



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