

Update from the John A Feagin Jr MD Leadership Program

The Duke Sports Medicine Feagin Medical Scholars Program and Endowment, created in honor of Dr John A Feagin Jr, Duke University Emeritus Professor of Orthopaedic Surgery, has had another exciting and productive year. Now in its fourth year, the program continues to attract highly motivated medical students and residents from across the Duke Medicine community interested in honing their skills in preparation for assuming leadership positions in their respective medical professions and communities. The foundation of the leadership program's curriculum remains constant, emulating and cultivating the qualities that characterize the program's namesake: Professionalism, dedication, passion, enthusiasm and ingenuity. This year's curriculum evolved in exciting ways to meet the demands brought about by the changes to the domestic and international health care landscape.

The 2011 to 2012 curriculum culminated with the annual Feagin Leadership Forum focused on relationships among today's leaders and was entitled: 'Relationships Matter, Establishing—Building—Maintaining.' The program was highlighted by another world class group of speakers that included Victor J Dzau, MD, Chancellor for Health Affairs at Duke University; Coach Michael Krzyzewski, Head Coach of the Duke Men's and US Men's Olympic basketball teams; James Urbaniak, MD, Former Virginia Flowers Baker Professor of Surgery and Former Chief of the Division of Orthopaedic Surgery at Duke; Coach Tommy Amaker, head coach of the Harvard Men's Basketball team and former Duke basketball player, Leo A Brooks Jr, Retired Brigadier General, US Army and Vice President, National Security and Space Group, for the Boeing Company's Government Operations; and Becky Halstead, Retired Brigadier General, US Army and founder of Steadfast Leadership. This prolific forum capped off an equally successful year for the leadership program, setting the bar at an all-time high for years to come.

The 2012 to 2013 program began after another highly competitive application process, where 16 scholars were selected to take part in this year's program. The year's group includes: Two MD-PhD candidates participating in Duke's Medical Scientist Training Program—Alexander Chamessian and Bryan Choi; six medical students—Kirema Garcia-Reyes, Nimit Lad, Jenna McNeil, Ramon A Ruberte Thiele, Daniel Scott and Nicki Zelenski; three residents—Thomas Haytmanek, MD, William Mook, MD and Abhay Singh, MD; and four fellows Matthew Kanaan, DO, MS, Thomas Kremen, MD, Patrick Siparsky, MD, and Miltiadis Zgonis, MD. The diverse nature of this year's group, spanning multiple disciplines and backgrounds, reflects the growing global demand for ethical leaders in medicine and across the Duke medical community.

The year began with a lectureship given by Fuqua School of Business Director of Management, Sim B Sitkin, PhD, on the 'Six Domains of Leadership.' This interactive session included group and individual settings in which the scholars were challenged to objectively explore attributes that allow for effective leadership. The scholars were divided into groups to participate in a team-building challenge that stimulated thought and discussion on leadership, communication and trust. They also participated in an exercise in reflection, referred to as the '360 degree' survey, to assess their own leadership strengths and deficiencies. This marked the beginning of a yearlong effort to systematically and objectively recognize 'gaps' in their current leadership skills, evaluating how to enact improvement and developing an intentional plan to become a more effective leader.

The scholars also took part in the 11th annual General H Hugh Shelton Leadership Forum held at the North Carolina State University. This allowed the scholars to participate in discussions with business executives, including Randy Nelson, co-founder, Orion International and NSTAR Global Services; Michael Chen, the founder of New Mind Education; Karen LeVert, CEO and co-founder of Southeast Tech Inventures, Inc, and Michael Zapata III, Chairman of ArrayXpress on topics related to innovations in business, technology and leadership. The keynote speaker of the forum, John Chambers, Duke University Alumnus and CEO of Cisco Systems, Inc, presented on the topic of 'Strategic Leadership.' His presentation detailed an inspirational story of how leadership in his organization played a critical role in changing the telecom landscape and led to the rise of his multibillion-dollar organization. The day concluded with a surprise appearance and presentation on 'Values Based Leadership,' by the former Chairman of the Joint Chiefs of Staff himself, General H Hugh Shelton. This inspirational presentation chronicled his journey to becoming the Chairman of the Joint Chiefs of Staff as well as his remarkable tale of how he overcame quadriplegia after a horrific fall to finally walk again.

This year's curriculum has also included quarterly sessions focusing on mentorship and communication. These sessions have stimulated intra- and interpersonal reflection that has allowed the scholars to continue to grow and develop their leadership

skills through critical self-evaluation. Like previous years, the scholars have also been challenged to work together in small groups on yearlong projects aiming to improve the Feagin Leadership Program's initiatives within the Duke Medicine community. These projects will be presented at the annual Feagin Leadership Forum at the conclusion of the year.

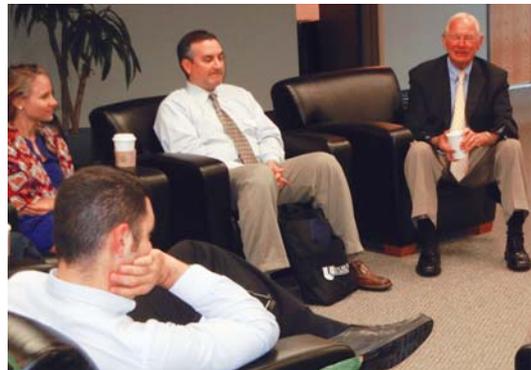
One of the initiatives launched by this year's group was a 'Leadership Summit' that brought together leaders and chairs from across Duke Medicine to think of ways to synergize the various leadership development programs that are available through their respective departments and organizations. The first 'Duke Leadership Summit' was held at the Washington-Duke Inn on February 20th, 2013. The keynote speaker was Victor J Dzau, MD.

A second group project involved creating an objective leadership program evaluation system with measurable outcomes. The objective leadership metrics they designed are intended to track self, peer and instructor reported leadership skills over the course of a leadership development curriculum, such as the Feagin Leadership Program. Their group has also begun to objectively evaluate the medical student leadership program (established as a group project by previous Feagin scholars) in hopes of providing feedback that will allow the program to improve with the use of their objective outcomes metrics.

Last, but certainly not least, the final group was charged with creating a documentary of the Feagin Leadership Program. All of this year's fellows convened in Vail, CO, for a retreat dedicated to the preparation of this documentary.



Feagin Scholars, Daniel Scott and Miltiadis Zgonis, take a break from the Duke Health Leadership Summit high powered networking session for this photo opportunity



Dr John A Feagin shares a story with the scholars



Feagin Scholars, Kirema Garcia-Reyes, William Mook and Matthew Kanaan are busy welcoming guests to the first Duke Health Leadership Summit



Dr Dean Taylor addresses the audience of the leadership summit



Dr Victor Dzau presents his vision for leadership at Duke

The theme for this year's John A Feagin, Jr MD, Leadership Forum held in May was: 'Ethical Leadership, It's about Character, Integrity and Courage.' Four dynamic guest speakers and two captivating panel discussions highlighted the weekend. Invited guest speakers included: Dr Victor Dzau, the Chancellor for Health Affairs at Duke University and President and CEO of Duke University Health System, Dr Jo Hannifan, the president elect of the American Orthopaedic Society for Sports Medicine, Head Duke Basketball Coach Mike Krzyzewski and Congressman Ron Paul.

On behalf of the 2012 to 2013 Feagin Medical Scholars, we would like to thank our tremendous group of faculty and mentors who have facilitated our growth as leaders over the course of the year. Dean Taylor, MD, Col (ret), Chairman of the Feagin Leadership Forum, Brigadier General (ret) Maureen LeBoeuf, Ed D, our Executive Director, and John A Feagin, Jr MD, himself all deserve a special thanks for their continued support of this unique leadership development endeavor.

William R Mook MD
2012-2013 Feagin Leadership Scholar