

John A Feagin Jr MD Leadership Program Update

This year marks the 5th year of the Duke Sports Medicine Feagin Leadership Program, created in honor of COL (Ret) John A Feagin Jr, MD, Duke University Emeritus Professor of Orthopaedic Surgery and graduate of United States Military Academy at West Point in 1955. This program continues to attract bright and highly motivated individuals from across the Duke Medical community interested in cultivating leadership skills. Throughout the academic year the Feagin Leadership faculty and scholars participate in seminars, workshops, conferences, and mentorship opportunities on various leadership principles and development initiatives. The goal of the program is to prepare the scholars to assume leadership positions in their respective medical professions and communities.

Studies show that one-third of leadership is innate, but the other two-thirds can be learned. Program Chairman COL (Ret) Dean Taylor, MD; Program Executive Director BG (Ret) Maureen LeBoeuf, EdD; and Program Chief Operating Officer LTC (Ret) Joe Doty, PhD assume the lead roles in teaching the scholars on how to maximize one's leadership potential. They guide the scholars in exploring the moral and ethical leadership principles that resonate across multiple disciplines including medicine, military, research athletics and business. Dr Taylor serves as the Chairman of the Feagin Leadership Program as well as the Director of the Duke Orthopaedic Sports Medicine Fellowship Program. General LeBoeuf was the Professor and Head of the Department of Physical Education at the United States Military Academy at West Point from 1997-2004, making her the first female department head since the academy was founded in 1802. Other excellent role models and dynamic speakers involved in the program include Joe LeBoeuf, PhD; Sim Sitkin, PhD; Joe Houde EdD; Leah Houde, PhD; Ann Taylor, BSN; and Prinny Anderson, MBA. Cindy Crabtree serves as the program coordinator.

Last year's Feagin Leadership Program curriculum culminated in its capstone event, the 4th Feagin Leadership Forum in May of 2013. The Forum took place at Duke University Trent Semans Center for Health Education and the theme was 'Ethical Leadership—Character, Integrity, and Courage'. It featured a world-class group of speakers who gathered to share their experiences with the invitees. The keynote speakers included Mike Krzyzewski, Head Coach, Duke Men's Basketball; Congressman Ron Paul, MD, American author, and former politician; Victor Dzau, MD, Chancellor for Health Affairs at Duke University and President and CEO of Duke University Health System; Jo Hannafin MD, President-elect American Orthopaedic Society of Sports Medicine (AOSSM). Other impactful speakers included: LTG (Ret) Frank Kearney III, Former Deputy Director for Strategic Operational Planning at the National Counter-Terrorism Center in Washington DC; Mike Zafirovski, Senior Advisor for the Blackstone Group; Robert Califf, MD, Professor of Medicine, Director of Duke Translational Medicine Institute, Vice Chancellor for Clinical and Translational Research; Jeremy Sugarman, MD, Professor of Bioethics in Medicine at Johns Hopkins; Joanne Kurtzberg, MD, Co-Director of Duke Stem Cell Laboratory; Tony Galanos, MD, Associate Professor of Medicine, Geriatrics at Duke; and Ward Cates, MD, MPH, Distinguished Scientist and Emeritus at FHI 360. This Forum set a new standard of excellence for the Feagin Leadership Program and left attendees eagerly anticipating the upcoming year's Forum. In doing so it inspired a new class of Feagin Scholar applicants that was more competitive than ever before.

This year the program received applications from >25% of the Duke Medical School's 3rd year class alone. The 2013-2014 class of 18 is composed of 5 fellows—Matthew Boyle, FRACS; Thomas Mullins, MD; Jonathan Roth, MD; Kathyne Stabile, MD; and John Vavalle, MD; 4 residents—Christopher Jones, MD; Cameron Ledford, MD; Julie Neumann, MD; and Tara Ortiz, MD; and 9 medical students—Jon Andrews, Kendall Bradley, Phillip Liu, Robin Mansour, Taylor McClellan, Nicholas Tsipis, Allison Webb, MengMeng Xu, and John Yerxa. The diversity of the scholars and faculty provide ample opportunity to collaborate and grow additionally forming lifelong friendships and connections.

The Feagin Scholars Leadership program consists three components: educational sessions on leadership development, team projects, and individual coaching. The educational sessions consist of 1-1 and 1/2 day seminars held quarterly. Each session serves to sequentially build on the scholars' leadership skills with the culmination of a Leadership Forum at the end of the year. The forum provides a venue for the scholars to showcase their projects as well as serves as an outreach program to improve leadership education at Duke.

The program kicked off with its first session in September 2013. Here the scholars were introduced to the concepts of leadership such as 'Professional Identity' presented by Dr Joe LeBoeuf and the 'Six Domains of Leadership' presented by Dr Sitkin of the Duke Fuqua School of Business. The scholars underwent a series of team building exercises that illustrated and reinforced the concepts taught during the session.



The second session in November entitled ‘Communicating with Clarity’ featured Dr Leah Houde and Richelle Hobbs of Duke Corporate Education and Walt Curl, MD past president of AOSSM and Feagin Leadership Program Advisory Board member. Interactive lectures focused on teaching scholars the importance of effective and clear communication. The scholars received one-on-one coaching concentrating on public speaking skills.

The Annual General H Hugh Shelton Leadership Forum occurred at NC State in November 2013. Scholars were invited to attend and hear from leaders in different disciplines as well as participate in discussions. The Shelton Forum focused on the importance of leadership development and featured speakers John Chambers, Chairman of the Board and CEO of Cisco Systems Inc. and General Ann Dunwoody, the first female 4-Star Army General.

The third session selected by the scholars, ‘The Networked Leader and Difficult Conversations’ was held in January 2014 by Duke Corporate Education. The scholars enjoyed this session and were well prepared for both networking as well as difficult conversations they may encounter with future patients or within their respective leadership communities.

The fourth session was a retreat to West Point in March 2014. Scholars toured the US Military Academy at West Point grounds while participating in an interactive Staff Ride led by LTG (Ret) Frank Kearney III. The Staff Ride involved recounting historical events required for maintaining American independence during 1777 to 1779. The scholars learned the importance of overcoming obstacles by using effective teamwork and communication. There were additional sessions on ‘Business Etiquette’ and ‘Developing One’s Own Leadership Philosophy’ culminating a productive and inspirational weekend.

Every year the scholars are divided into three teams and each team is given a project to complete. Part of the challenge of being a Feagin scholar is to learn to tackle open-ended problems while working together as a team. It is not uncommon for the less senior members to be team leaders. The projects from this year’s teams include:

Team 1: The Second Annual Leadership Summit
Washington Duke Inn, March 6, 2014

Brought together directors of various leadership programs within the Duke community. This served as a great opportunity to gather and share ideas as well as gain perspective on what the other leadership programs are doing within the Duke system.

Team 2: Military to Medicine Leadership Think Tank
West Point, March 20, 2014

Brought together world-class, national experts and educators who work in leadership development to share best practices.

Team 3: Development of a Leadership Medical Model

Created a leadership model specific for medicine based on information gained from medical professionals on core competencies of an effective medical leader. This leadership model is scheduled to be implemented into the medical school Leadership, Education, and Development Program (LEAD) curriculum.

Additionally, each Feagin scholar undergoes one-on-one coaching sessions that provide the scholar with feedback as well as techniques to improve his/her individual leadership skills. This year's curriculum proved to be both educational and fruitful.

The capstone event of this academic year will be the 5th Feagin Leadership Forum 2014— 'Balanced Leadership: Personal, Social, Emotional, Spiritual, and Physical.' The Forum will be held at the Duke University Trent Semans Center for Health Education on May 16 and 17, 2014.

The future of the Feagin Scholars Program is bright. Each year there are ever more talented applicants and new challenging team projects. Because of the Feagin Leadership program, each scholar has the wisdom and skills necessary to be well prepared to become tomorrow's leaders.

More information on the Feagin Leadership Program is available on the new website: www.feaginleadership.org.

Pictures:

- #1: General Ann Dunwoody with the Feagin scholars at the Shelton Forum
- #2: Our inspirational leader, Dr Feagin with the 2013-14 Feagin Scholars
- #3: Feagin scholars Dr Jonathan Roth and Taylor McClellan debrief over lunch
- #4: Feagin scholars at the American Soldier's Statue at the United States Military Academy at West Point.

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