

STS Leadership Institute



2024-25 Capstone Event

January 23, 2025 • Los Angeles, CA

STS Leadership Institute

Capstone Event

This Capstone event in the 2024-2025 STS Leadership Series is designed to help develop the next generation of leaders in the profession. Building off virtual and in-person sessions on “Individual Growth,” “Leading Others,” “Leading Every Day: Applying Skills and Networking,” and “Program Building,” the final session will focus on practice, career, and professional development, as well as personal development.

Target Audience

Cardiothoracic surgeons who are in their early career (0-7 years in practice) and mid-career (8-15 years in practice) of academic or private practice.

This educational opportunity is for STS members only.

Learning Objectives

Upon completion of this activity, participants should be able to:

- Discuss the impact of organizational culture and how to influence change
- Identify tools for communicating effectively within a diverse working environment
- Describe the structure of institutional finances and keys to service line profitability
- Summarize strategies for achieving personal goals inside and outside of the workplace
- List the definitions of wellness and identify skillsets for obtaining work/life balance

Accreditation Statement

The Society of Thoracic Surgeons is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

The Society of Thoracic Surgeons designates this live activity for a maximum of 3.75 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Directions to Claim Credit

1. Log into the STS Learning Center: learningcenter.sts.org
2. Go to 2025 STS Leadership Institute Capstone Event listed as “In Progress” under the “My Activities” tab.
3. Click “Take Activity” to fill out and submit the evaluation.
4. Go to “Completed Courses” under the “My Activities” tab to download your CME certificate.



If you have any questions, email education@sts.org or call 312-202-5800.

Agenda

Thursday, January 23, 2025

Los Angeles Convention Center, Los Angeles, CA

11:30 a.m. – 6 p.m.

11:30 a.m. – 1 p.m.

Lunch

1 – 1:15 p.m.

Welcome and Introductions

STS Task Force Chair, Leadership Institute, Mara B. Antonoff, MD
STS President Jennifer C. Romano, MD, MS

1:15 – 2:30 p.m.

Practice, Career, and Professional Development Case Scenarios and Small Group Discussion

Mara B. Antonoff, MD
Anita R. Krueger, MD
Robert E. Merritt, MD

2:30 – 2:45 p.m.

BREAK

2:45 – 4 p.m.

Personal Development Case Scenarios and Small Group Discussion

Shanda H. Blackmon, MD, MPH
Melanie A. Edwards, MD

4– 4:30 p.m.

Closing Keynote: Executive Coaching

Kelley Russell-DuVarney, MA, PCC, Vision Coaching

4:30 – 5:05 p.m.

Faculty Panel and Large Group Discussion: Executive Coaching

Hassan A. Tetteh, MD, MBA (Moderator)
Kelley Russell-DuVarney, MA, PCC

5:05 – 5:15 p.m.

Wrap-Up and Closing Remarks

Mara B. Antonoff, MD, and Course Directors

5:15 – 6 p.m.

Reception

Agenda and faculty subject to change.

2024 STS Leadership Institute Task Force



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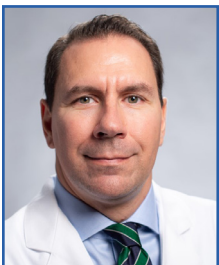
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Case Scenarios and Small Group Discussion Topics

Practice, Career, and Professional Development

Scenario #1: Developing a Clinical Niche and Building a Clinical Program

You are a new academic thoracic surgery attending in a busy division of thoracic surgery with three senior partners located in a large metropolitan area. You and your partners have noticed a significant decline in case volume over the last 13 months. After a deep dive into the root causes of the loss of clinical volume, it is discovered that one of your largest sources of referrals has been sending new patients to another thoracic surgery group in the community that has built a robust robotic surgery program. In a faculty meeting, your senior partners have requested that you “build” a robotic lobectomy program to make the division more competitive. You discover that there is only one robotic platform in the hospital, and there is currently no available robotic surgery block time.

Questions:

1. What are the important initial steps in the process of building a clinical program?
2. What resources do you think you need?
3. What are the key elements of a business plan?
4. Who are the important stakeholders in building your program?

Scenario #2: Bias and Differential Treatment of Professionals

We are at a scientific meeting featuring two panelists in front of an audience. They are being introduced by a moderator. Both panelists are experts in their field, and they have the same credentials. They don't share the same demographics.

Questions:

1. How does addressing faculty members differently play into existing unconscious biases?
2. As a developing leader, how do you address issues of implicit as well as explicit bias? What about microaggressions and overt discrimination?

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Scenario #1: Responding to Resource Cuts

You are made aware that resident coverage of your division is going to be cut down by 30%, and at the same time, two administrative assistants are leaving your division. You expect it will take a while to fix the problems and anticipate your team will not be happy.

1. How do you communicate the message to your fellow surgeons, APPs, trainees, and other members of your division?
2. How do you react, respond to the administration, and take action to support your division?
3. How can you optimize your program's resources? How do you manage up?

Scenario #2: Wellness

You are the new faculty at an institution and your senior partner asks you to cover a small case for them, but you have a personal event that is important to you. You don't want to miss your event, but you also want to help your team out.

1. How do you decide what to do?
2. What are ways you can create balance for yourself and those around you?
3. How can you help set a culture that is both attentive to wellness, and at the same time, professionally productive?

2024-25 STS Leadership Institute Participants

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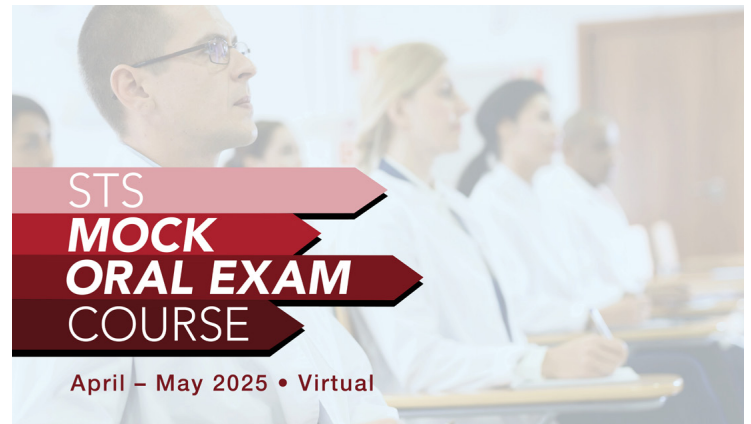
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