**FLEX: A Professional Development Program for Women Faculty of the School of Medicine**

*FLEX: A Professional Development Program for Women Faculty of the School of Medicine* is a customized program designed to provide training and skills development so that talented women faculty may advance their careers and prepare for leadership opportunities.

Through a series of workshops and coaching sessions, FLEX will provide executive leadership training to help women faculty develop competencies in communication, negotiation, and conflict resolution.

**GOALS & OBJECTIVES**

Through executive small group and personal coaching and didactic sessions achieved through our proposed FLEX Professional Development Program, our goals are to:

- Increase the number of women in leadership positions at CWRU SOM and beyond.
- Empower women to take advantage of career opportunities with national and international presence.
- Decrease the rate of attrition of high achieving women between the Assistant and Associate Professor level, thereby increasing the proportion of women at higher academic ranks.
- Develop a pool of talented, skilled, and qualified women in the academic pipeline, eligible for leadership positions as they arise.
- Serve as a ‘training ground’ for more advanced leadership curricula such as the GWIMS awards from the AAMC, the Executive Leadership in Academic Medicine (ELAM) program at Drexel University, or the Higher Education Resource Services (HERS) Bryn Mawr Summer Institute.
- Modify and improve the program on an ongoing basis using participant evaluations and long-term tracking of enrollees so that the PDCP can serve as a national model for other academic medical organizations.

The specific objectives of **FLEX** are:

- Have each participant construct a personal mission statement true to strengths and career and personal goals.
- Develop executive presence of each participant through customized coaching sessions and small group interactions lead by Voice Pro ®.
- Allow participants to enhance work relationships by mastering core skills of effective communication.
- Provide feedback to participants in the form of 360 degree evaluations and DISC behavioral assessments.
- Track participant development through personal journaling and individual coaching sessions.
- Follow-up with participants and track long-term success.