

AMERICAN ACADEMY OF
CHILD & ADOLESCENT
PSYCHIATRY

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Navigating Midcareer: Strategies for Success and Support Virtual Series

Session #1 Stepping up to More Leadership Challenges and Supports

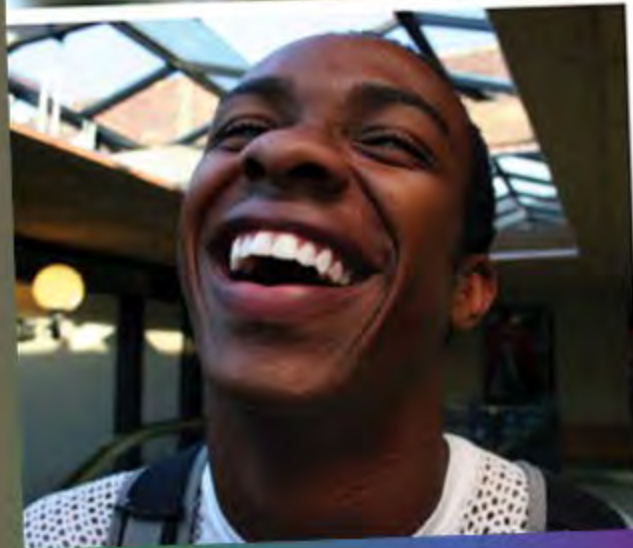
Session #2 “How Do I?” Exploring and Preparing for New Opportunities

Session #3 Juggling Work and Life in Midcareer: Thriving Through the Support
“Sandwich”



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Navigating Midcareer: Strategies for Success and Support Virtual Series

Stepping up to More Leadership: Challenges and Supports

Wednesday, September 4, 2024; 7:00 p.m. Eastern Time

Presenters: Drs. Nicholas Carson, Vivien Chan, and Mary Gabriel

Networking | Discussion | Support | Community

Virtual Series Format

- **Welcome and Overview (10 min)**
 - Housekeeping: Interactive (camera on); “Step Up/Step Back;” confidentiality
 - Icebreakers: 1. Career Stage; 2. Alternate Fantasy Job; 3. Pineapple on Pizza?
- **Facilitator/Presenter Introductions and Session Content together (15 min)**
- **Discussion: Smaller groups (17 min)**
 - Session Feedback Activity (5 min)
 - What would you utilize from within AACAP?
- **Closing Together (6 min)**
 - Slides will be available on the AACAP website afterwards (www.aacap.org/virtual_forum)

Networking | Discussion | Support | Community

MECAP -- Stepping up to More Leadership: Challenges and Supports

This is the first of 3 virtual meetings free and open to AACAP members.

Focus: common challenges and opportunities of increasing leadership duties in mid-career.

Additionally, your feedback will be solicited on how AACAP as an organization can provide specific support to members in this career developmental phase.

Networking | Discussion | Support | Community

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Navigating Midcareer: Strategies for Success and Support Virtual Series

“How Do I?”: Exploring and Preparing for New Opportunities

Tuesday, October 29, 2024; 6:00 p.m. Eastern Time

Presenters: Drs. Mary Gabriel, Meghan Schott, and Kevin Simon

Networking | Discussion | Support | Community

MECAP - “How Do I?”: Exploring and Preparing for New Opportunities

This is the second of 3 virtual meetings free and open to AACAP members.

Focus: seeking and leveraging new opportunities and experiences (including 'saying no')

Your feedback will be solicited on desired AACAP-specific supports by and for members.

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Navigating Midcareer: Strategies for Success and Support Virtual Series

Juggling Work and Life in Midcareer: Thriving Through the Support "Sandwich"

TBA Eastern Time

Presenters: Drs. Liwei Hua, Amy Kim, Scott Palyo, Neha Sharma

Networking | Discussion | Support | Community

MECAP - Juggling Work and Life in Midcareer: Thriving Through the Support "Sandwich"

This is the 3rd of 3 virtual meetings free and open to AACAP members.

Focus: personal and professional wellness, addressing empathy fatigue, managing burnout, and work life balance.

Your feedback will be solicited on desired AACAP-specific supports by and for members.

Networking | Discussion | Support | Community

Session #1 Facilitator/Presenter Introductions and Brief Stories

Nicholas Carson – Division Chief, Child and Adolescent Psychiatry, Cambridge Health Alliance | Assistant Professor in Psychiatry, Harvard Medical School | Research Scientist, Health Equity Research Lab
(medical school – McGill, residency - UPenn, fellowship – Cambridge Health Alliance/Harvard)

Vivien Chan – Chief of Psychiatry & Mental Health Services Student Health Center | Clinical Professor, Department of Psychiatry & Human Behavior, University of California Irvine
(medical school – NEOMED, residency – UCI, fellowship - UCI)

Mary Gabriel – Senior Director, Behavioral Health- Population Health, University Hospitals Health System | Associate Director, Ambulatory Psychiatry | Training Director, Post Pediatric Portal Program Director | Behavioral and Mental Health Clinical Excellence Team, Rainbow Babies and Children's Hospital
(medical school - Baylor, residency – Cincinnati Children's (peds/psych), fellowship – Case Western Reserve U)

Mid and Experienced Career Child & Adolescent Psychiatry (MECAP) at AACAP

Midcareer: defined as ≥ 8 years in practice (after fellowship)

Experienced Career: defined as > 20 years in practice (after fellowship)

AACAP Distinguished Life Fellow: after age 65 years old, total years of AACAP membership years + age ≥ 103

MECAP at AACAP: Grassroots Today

Why?

The Midcareer (and Experienced Career) period of physician professional development are some of the highest productivity years that also coincide with the highest rate of emotional exhaustion and burnout, with this cohort most likely to leave medicine for reasons other than retirement.

AACAP has mentorship and peer support pathways for medical students, early career CAPs, and distinguished life fellows but does not yet have a similar structure for mid-/experienced-career CAPs.

The MECAP virtual series is intended to begin to address this gap organizationally and to provide information for possible future organizational supports to membership.

MECAP at AACAP Professional Life Career Stages Graphic



Stepping Up to More Leadership: Challenges and Supports

Challenges

- Communication skills
- People Management skills
- Change Management skills
- Organizational and Institutional Politics
- Finance
- Strategy and Vision

Stepping Up to More Leadership: Values and Change

Consider what your values are: what inspires you to lead?

- You're accepting responsibility for helping others to take action in the face of uncertainty
- "Mountains and Valleys" exercise can help identify your core values

Getting comfortable with "adaptive change" (versus "technical change")

- The problem and/or solution are hard to identify
- Conflict is part of the process
- Obstacles are more diffuse (culture, loyalties, relationships)
- Need to seek and value multiple perspectives
- Honor the loss that comes from change

Stepping Up to More Leadership: Challenges and Supports

Supports: (Un)Intentionally planning and preparing

- Programs, Degrees, and Certificates
- Literature
- Coaches, Therapists, Professional Help
- Peer Group
- Informal or formal Mentorship

Small Group Discussions in Breakout Rooms

Assign a scribe to take notes

Who's in the room (roles/responsibilities)?

Major challenges?

Supports -- Any pivotal advice or impactful learning you have received?

Share some examples of good leadership you've seen

Discussion: AACAP-specific goals

What can we create and reliably sustain within the organization?

- Peer Cohort
- Book/Journal "club"
- Informal/formal mentorship
- "Ask a colleague"
- Structured learning
- Form a committee

Networking | Discussion | Support | Community

Closing Together Actionable Recommendations/Next Steps

- MECAP @ AACAP
- Listserv: mecap@aacap.org email qbernhard@aacap.org to join if an AACAP member (if not an AACAP member, will be reviewed)
- Annual Meeting Sessions:
 - [Special Interest Study Group 6](#): Mid-Career and Experienced-Career Workgroup and Collaborations
 - [Member Services Forum 6](#): Influence: Leadership Skills to Build and Sustain Consultative, Collaborative, and Integrative Care
 - [Clinical Perspectives 24](#): Navigating the Tides of Leadership: Strategies for Influence, Connection, and Resilience in Child and Adolescent Psychiatry
 - [Member Services Forum 13](#): Translating Vision Into Reality: Leadership Training and Professional Coaching for Women Child and Adolescent Psychiatrists
 - [Plenary Session 6](#): AACAP Town Meeting: Bringing the Village to the Children: Leadership in an Era of Systems Change
 - [Workshop 45](#): Leadership Skills Development: Enhancing Relationships With Conflict Resolution and SelfAdvocacy



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