



Careers, Leadership and Mentorship

Information for Executive Directors Starting a CLM Program

Background:

The Careers, Leadership and Mentorship Program, launched in 2008 for WPS, under the leadership for Eliot Sorel, MD, DLFAPA, ([hot link to bio](#)) has provided educational, leadership and mentoring opportunity to more than 100 residents. Participating programs include: Georgetown University, George Washington University, Howard University, and St. Elizabeths Hospital. ECPs, formerly residents in the program, are involved in leadership roles. ECPs are also invited and encouraged to participate. There is no charge to attend these events. This has proven to be an effective model.

Leadership:

The program should have a senior psychiatrist as chair. This is important to ensure that the speakers are a good fit, as well as ensure that there are strong connections to senior psychiatrists who are willing to serve as mentors.

In addition to the chair, there should a cadre of ECPs who understand the value of the program and are willing to spend some time to make it work. There should be also opportunities for residents to accept committee roles.

Program Focus:

The program activity is centered around meetings that include time for networking, a light dinner, and a program. There are typically five meetings per year. The relationships made in this casual setting and the opportunity to connect one-on-one are reasons for the program's success. The residents who participate in this program develop a strong relationship with WPS, and are often willing to take on board and chapter leadership positions. The program also allows residents international travel opportunities to participate in psychiatric meetings.

It is possible to simply attend events and there is value in that, but those with the inclination have the opportunity for unique experiences that will help them jump-start their careers.

Venue Selection:

The venues selected for these events vary and have included small restaurants, boutique hotels, conference rooms, and the prestigious Cosmos Club. No alcohol is served and this helps maintain a professional tone for the events, as well as saves money. The food served is kept light and simple due to budget considerations, but also to focus attention on the program and not the dinner.

In selecting venues, it is important to consider access to public transportation and free parking. The meeting room should be quiet and private and if more than 20 people are in attendance, a portable or venue supplied sound system is recommended.

Promotion:

Residents generally prefer electronic communication, so that has become the primary means communicating about upcoming events. Event notices are sent via e-mail and e-blasts generally start about a

month in advance of the event and are repeated weekly. Registration is handled online and is hot-linked from the e-mail blasts.

Other event promotions include listing in the weekly WPS calendar and postings on the WPS Web site. There is a CLM page on the WPS Web site that lists past events and provides background information on the program.

As with most events, it is difficult to get all registrations to come in advance. Prior to events, staff and volunteer leaders make phone calls. In particular, chief residents and department chair can be extremely helpful in encouraging residents to attend. Once they attend, it is easier to get them to return because they see of the value of program.

Speakers:

The speakers should be selected by the senior psychiatrist chairing the committee, but there should be input from the committee and especially from the residents. In general, the topics have ranged from the practical aspects of setting up a practice, to overviews of different psychiatric specialties, to work/life balance and family issues, to inspirational mind-engaging talks by psychiatric thought leaders. Speakers generally talk for about 40 minutes, followed by what is often spirited Q and A.

Communication:

While e-mail is the primary means of communications, this is supplemented by a CLM page on the Web site, as well as notices about meetings and meeting wrap ups posted on the home page. Coverage of CLM activities is included in the WPS Calendar (weekly), WPS E-News (monthly), and WPS Washington Psychiatrist magazine (quarterly).