

**AAPM 2022**  
JULY 10–14 | WASHINGTON, DC  
64<sup>TH</sup> ANNUAL MEETING & EXHIBITION



CELEBRATING MEDICAL PHYSICS  
TRANSFORMING HUMAN HEALTH

# Making That Leap to Leadership

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# Disclosures

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Grant funding from the National Cancer Institute

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Membership in the Medical Physics Leadership Academy (will be discussing some resources today)

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Advocate for equity, diversity, and inclusion

# What's your relationship to leadership?

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Have you always been drawn to leadership? Team Captain, First Chair, SPSS President?

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Or have you felt that you didn't have the skills to be a leader? Not enough experience, not the right personality?

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Or maybe you're somewhere in between – happy to lead, if necessary, but don't seek out opportunities



My own  
experience...

- Work in a group of 35: physicists, admin, techs, physics assistants, IT staff
- I'm the most "Junior" physicist (11 years)
- 2018 I was asked: do you want to supervise the IT group?

# The landscape at the time

## Professionally:

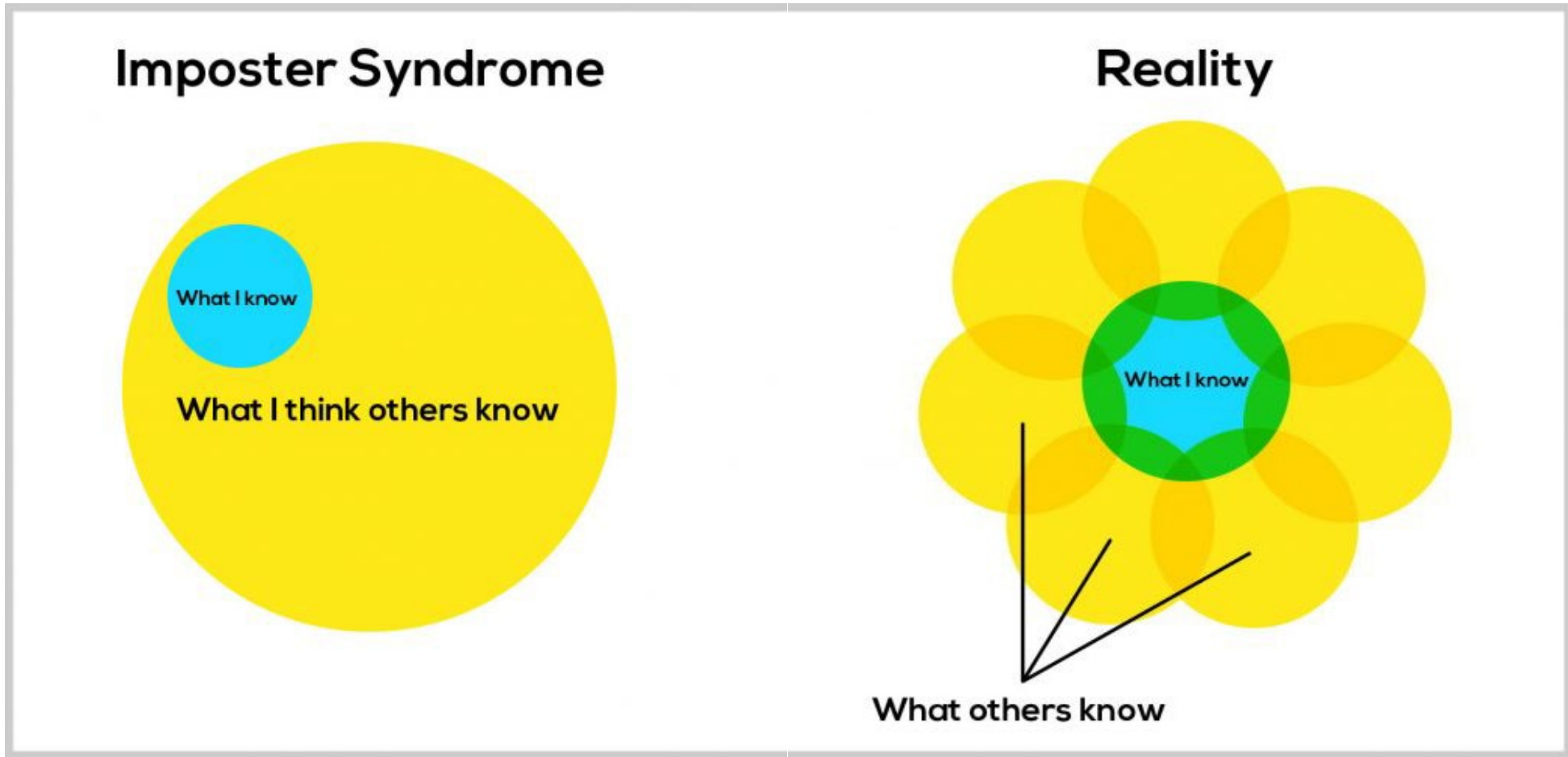
- The IT staff was all older than me
- There had been some performance issues within the group
- I am NOT an IT expert
- I had just taken over as Co-Chair of a new professional committee
- I was thinking about going back to school

## Personally:

- I had a baby
- I was pumping several hours a day
- I was TIRED



# The hesitation...



Enter the  
Mentors!



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# So I took the leap

- Did I get some grey hairs? Yes
  - Was it hard? Yes
  - Have I learned a lot? YES!
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- Interviewing, hiring, difficult conversations, mentorship, disciplinary action, project management, strategic planning, conflict management



# What's hard about being a leader (especially as a medical physicist!)

## AAPM conducted emotional competency survey in 2016

- 50 AAPM members surveyed
- 360° Emotional Competency Inventory used

## Several areas of growth were identified:

- Conflict Management
- Initiative
- Adaptability
- Empathy

# What has helped me?

- Talking with peer mentors who were also supervisors in my office
- Classes at my institution
- Professional coaching sessions





So many  
resources  
available!

- Medical Physics Leadership Academy ([www.aapm.org/leadership](http://www.aapm.org/leadership))
  - Website – recorded talks, case studies, podcasts
  - Live talks @ AAPM meetings
  - Cohorts – groups that meet for a year and explore MPLA curriculum together
  - Journal Club – virtual monthly meetings to discuss focused topics (e.g. empathy, self assessment, conflict management, etc.)

# So many resources available!



## **AAPM Mentorship Program – rolling out in the coming year!**

Stay tuned for an email with more information

Right now, seeking mentors



## **Check with your institution**

Many larger institutions will have Leadership  
Courses available

# Thank you!



<https://www.tumgir.com/tag/isabela%20gifs>

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