



# ***2014 FEAGIN SCHOLAR PROJECT TEAM #1***

Jon Andrews

Kendall Bradley

Christopher Jones, MD

Kathryne Stabile, MD

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Advisor: Dev Sangvai, MD, MBA

Team Coach: Maureen LeBoeuf, EdD, BG(R)

Feagin Alumni: Kyle Gibler, MD, MBA



# GOALS & OBJECTIVES

- **GOAL:** “Think Tank”
- **OBJECTIVES:** Host a half-day meeting at the United States Military Academy at West Point with experts in leadership development around the topic of best practices in leadership development.
- **DELIVERABLES:**
  - Video presentation
  - Article



# Think Tank Participants



Rand A. Ballard, MBA  
Senior Executive Vice  
President, MedAssets



COL Bernie Banks, PhD  
Prof. and Head of Behavioral Science &  
Leadership, West Point



Roland D. Eavey, MD  
Residency Director  
Vanderbilt Otolaryngology



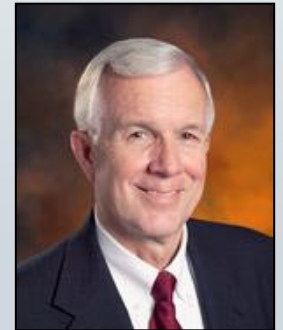
Neil E. Grunberg, PhD  
Uniformed Services  
University, Psychology



LTC Fran O'Connor, MD  
Medical Director Uniformed  
Services University



LTC Darcy Schnack  
Inst. and Program Director,  
Military Leadership



Stephen R. Smith, BG(R)  
Chief Human Resources Duke  
Medicine



Dean C. Taylor, MD, COL(R)



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# Meeting Agenda

- **The Four Principles:**
  - Establishing Leadership
  - Maintaining Mission Focus Across the Team
  - Cultivating Leadership
  - Teamwork in a Bureaucracy
- Closing thoughts
- 30sec Video Journal entry from each participant



# Establishing Leadership

- How does one overcome the challenges associated with joining a new group and becoming a leader?
- What is important to do when you step into a new leadership role. i.e. transition to faculty position?
- How do you establish your role as a leader when you are lowest on the hierarchy?



# Maintaining Mission Focus

- How does one get all the members of the team within a hierarchy to buy into the team's mission?
- How can a leader keep negative individuals from inhibiting or distracting the team from the mission?
- How can leaders ensure that teams continue to perform at a high level and minimize mission creep?



# Cultivating Leadership

- Who was the best mentor you had? What made them so impactful to your development?
- How do you cultivate leadership/the next generation in your current role?
- How much of leadership is innate and related to one's personality, versus how much of leadership can really be taught?



# Teamwork in a Bureaucracy

- How does one effectively encourage teamwork within a hierarchical system such as a bureaucracy?
- How do individuals within a bureaucratic system band together to advance a common agenda?
- How can individuals lead creatively and innovatively in bureaucratic systems?



# Video Presentation



<https://www.youtube.com/watch?v=Xo3RIB89VBg&feature=youtu.be>

**FEAGIN**  
LEADERSHIP PROGRAM



# Thank you!

- Dean C. Taylor, MD, COL(R)
- John A. Feagin, MD, COL(R)
- Advisor: Dev Sangvai, MD, MBA
- Team Coach: Maureen LeBoeuf, EdD, BG(R)
- Feagin Alumni: Kyle Gibler, MD, MBA
- Support Team: Cindy Crabtree and Thayer Hotel Staff

# Questions?

