

Mentoring & Development of Faculty

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Disclosure

- Tornier Latitude design team
 - Royalties
- Zimmer Shoulder design team
 - Royalties
- No consulting agreements

*- Disclosures made in accordance to
Washington University Orthopedics
Departmental Policy -*

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Physicians

Orthopedics

Disclosure

- I am not an expert on “Development”
- I still need to grow and develop quite a bit as a person and physician
- Watched and learned from many incredible mentors

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1995 – Job Interview

- “What’s your career goal?”
- “Where do you see yourself in the future?”



Discussion Topics

- Introduce the Power-base Pyramid
 - Elements to success
- Personal Growth
 - Warmth vs Strength
 - Leadership attributes
- Performance Enhancement
 - Team Building
 - : Why are some teams more functional than others?
 - Metrics
 - Research
- Practical Aspects to Mentoring

Common Themes

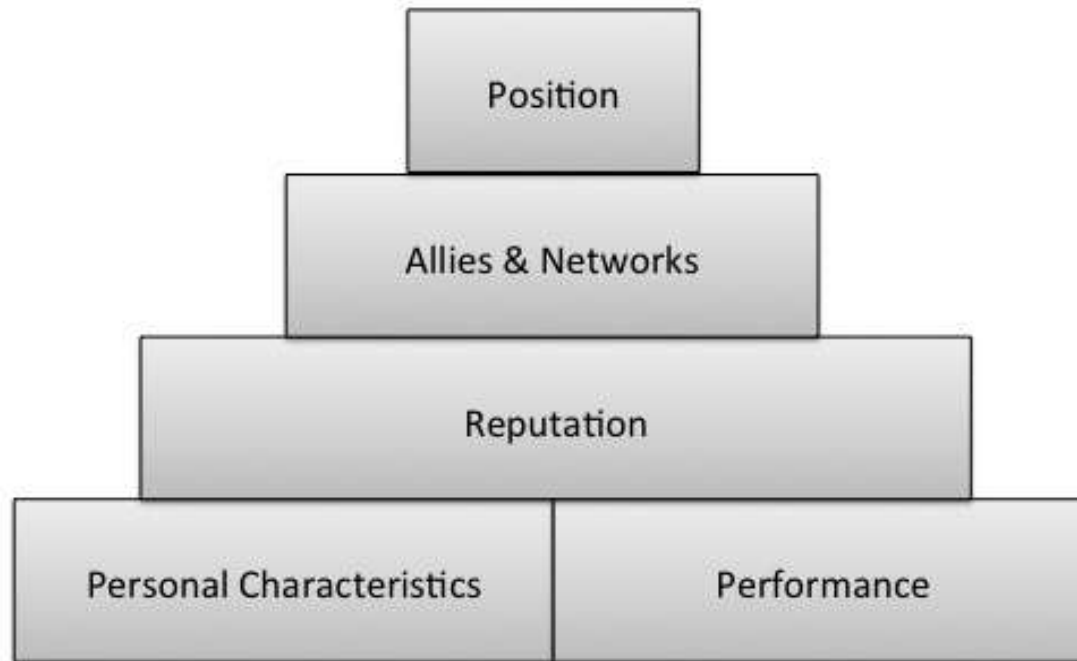
Direction, Focus, Structure

*“Don’t mistake activity for
achievement”*

John Wooden

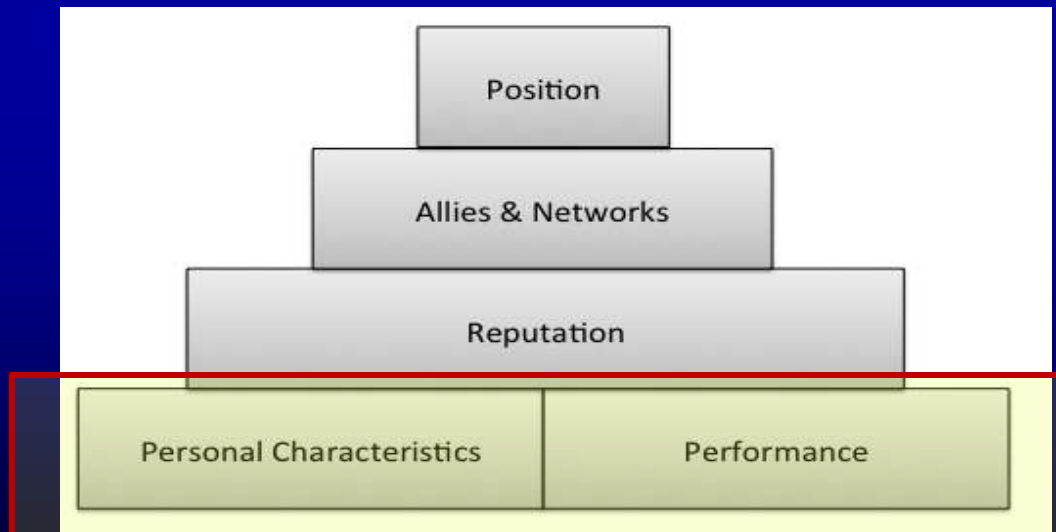
Career Success

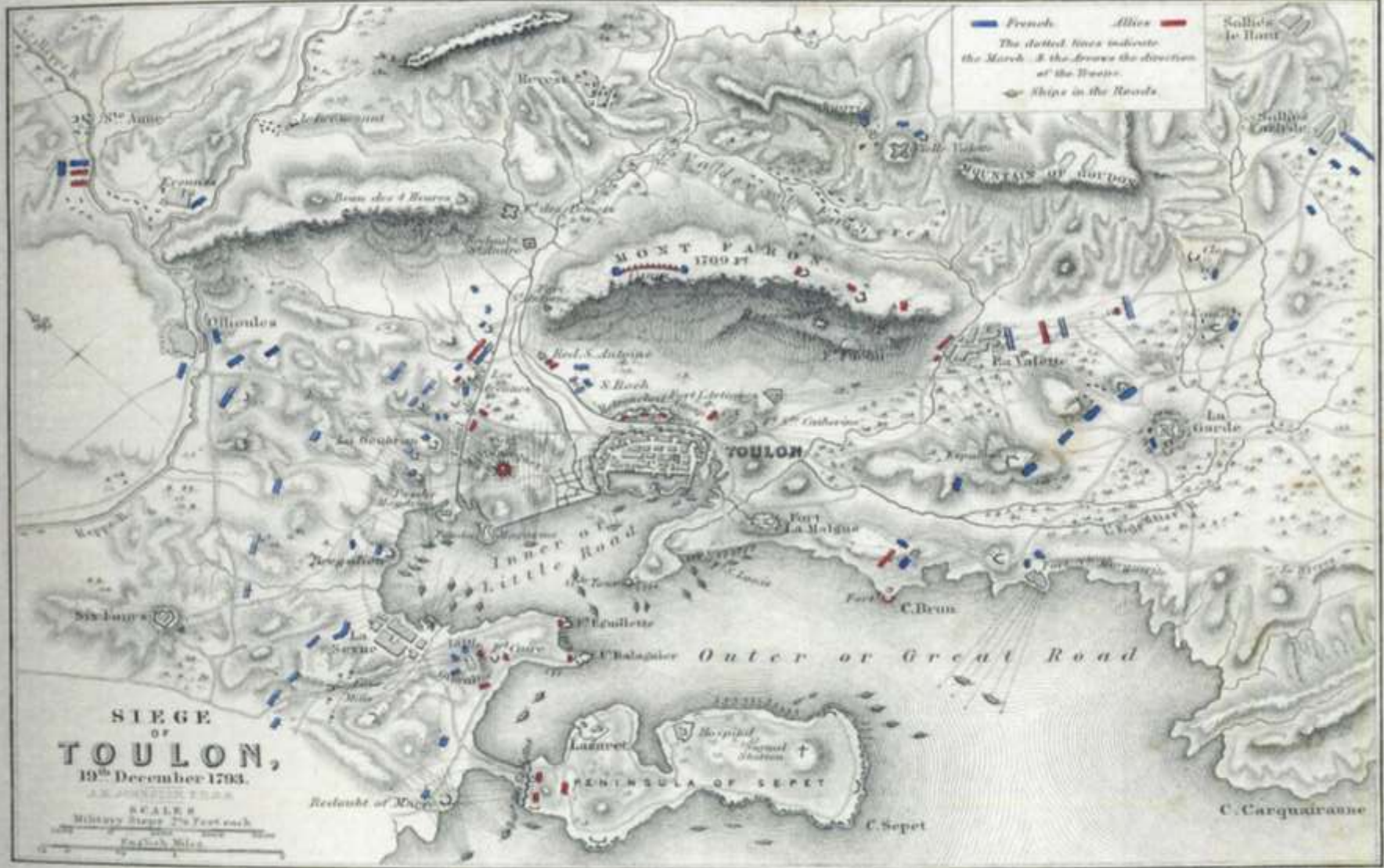
Power-based Pyramid



Pyramid Base

- Personal Characteristics
- Performance





French – 62,000 men/cannon
 Allies – 16,000 men / 69 ships

Personal Characteristics

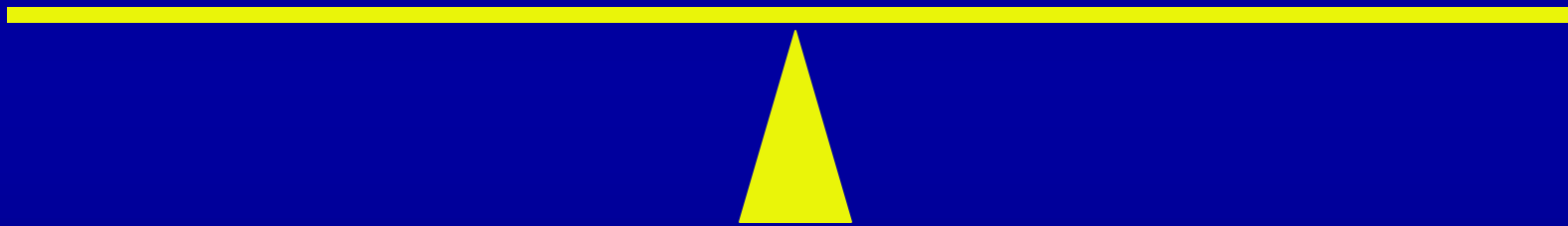
Character

- Warmth vs Strength
- Personal Goals
- Drive for Personal Growth
- Ability to Develop Teams - Leadership
- Passion!!

Personal Characteristics

Warmth

Strength



Warmth vs Strength

*One of the great problems of history
is the concepts of love and power
have usually been contrasted as
opposites*

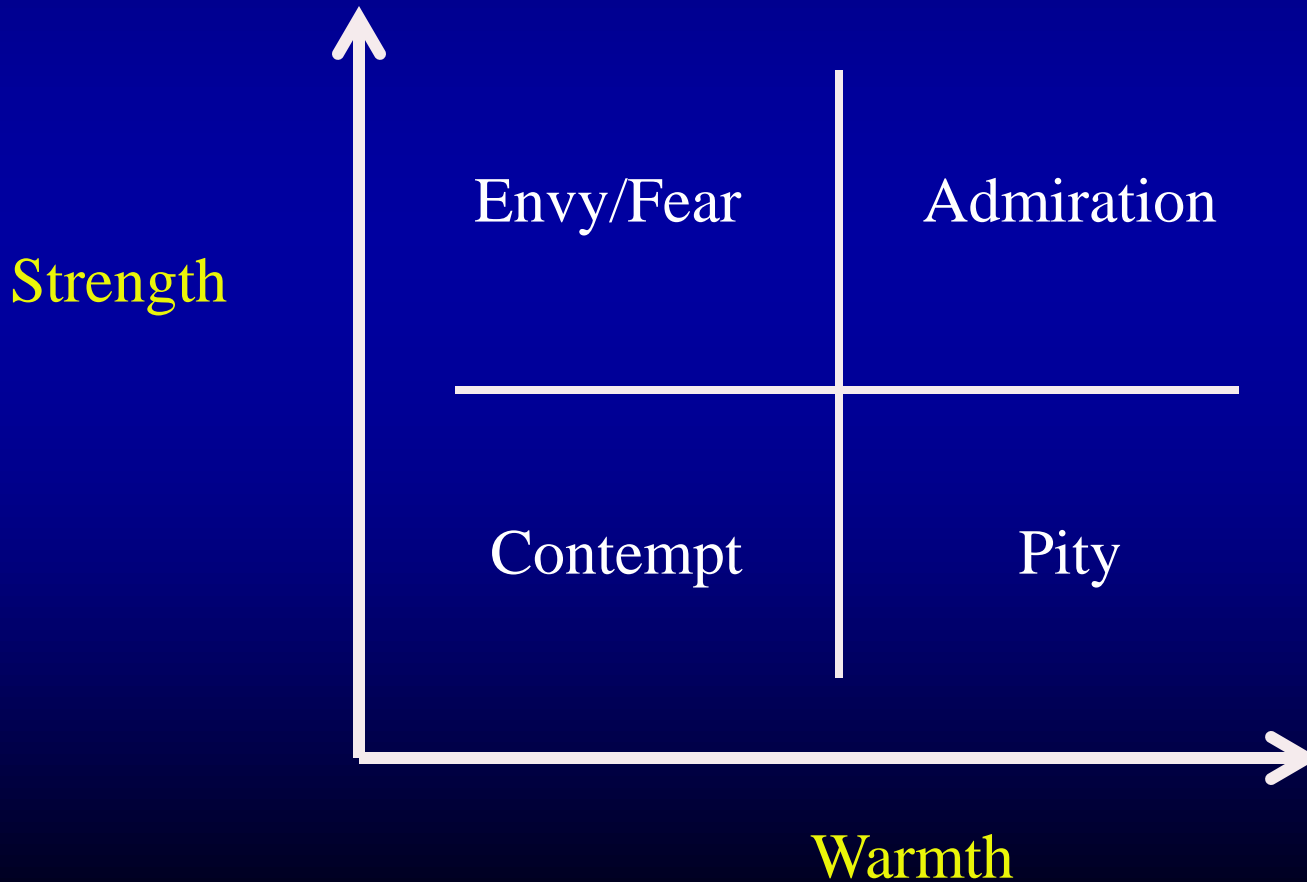
Warmth vs Strength

What is needed is a realization that power without love is reckless and abusive, and that love without power is sentimental and anemic.....

Martin Luther King

Personal Characteristics

Warmth vs Strength



Personal Goals

“Begin with the end in mind...”

- What is most important to you?
- Priorities?
- Values?
- How would you like to be remembered?

Personal Goals

*“What lies behind us or ahead of us
are tiny matters compared to what
lies within us”*

Oliver Wendell Holmes

Personal Mission Statement

Attributes

- Encompass your most important values
- Timeless
- Short, concise
- Inspirational and Aspirational
- “Real” (realistic)

The Process of developing a Mission Statement is just as important as the final product!