

## **OP39.2**

### **Leadership: competency assessment with a focus on advancement of women in medicine**

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**Background:** Although the number of women in academic medicine has continued to increase, women remain underrepresented at the highest organizational levels and women leave academics at somewhat higher rates than men. The underrepresentation of women in leadership positions worldwide in industry and medicine continues even though the proportion of women in the workplace has increased. Recruitment, mentorship and advancement within academic medicine is challenging. The literature suggests that women may experience a number of gender-related individual challenges that impact their promotion and path to leadership, including gender differences in approaches to career and life goals.

**Aims:** (1) Delineate issues related to gender discrepancies in academic medicine leadership (2) Identify gaps in personal leadership competencies (3) Develop an action plan to enhance leadership skills

**Method:** After providing a framework of the current literature, participants will complete a series of exercises to elucidate gaps in personal leadership competencies.

**Conclusion:** Participants will develop a personal action plan to approach identified gaps in leadership skills.