

2024 VIZIENT CONNECTIONS SUMMIT

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# The Courage to Lead: How Women Shape the Future of Healthcare

**Katherine A. Hochman, MD, MBA**, Director, Division of Hospital Medicine, NYU  
Langone Health

**Wendy Horton, PharmD, MBA, FACHE**, CEO, UVA Health

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# Learning Objectives

- Discuss different leadership styles and strategies employed by female leaders in healthcare.
- Describe promoting the vision for women in healthcare.

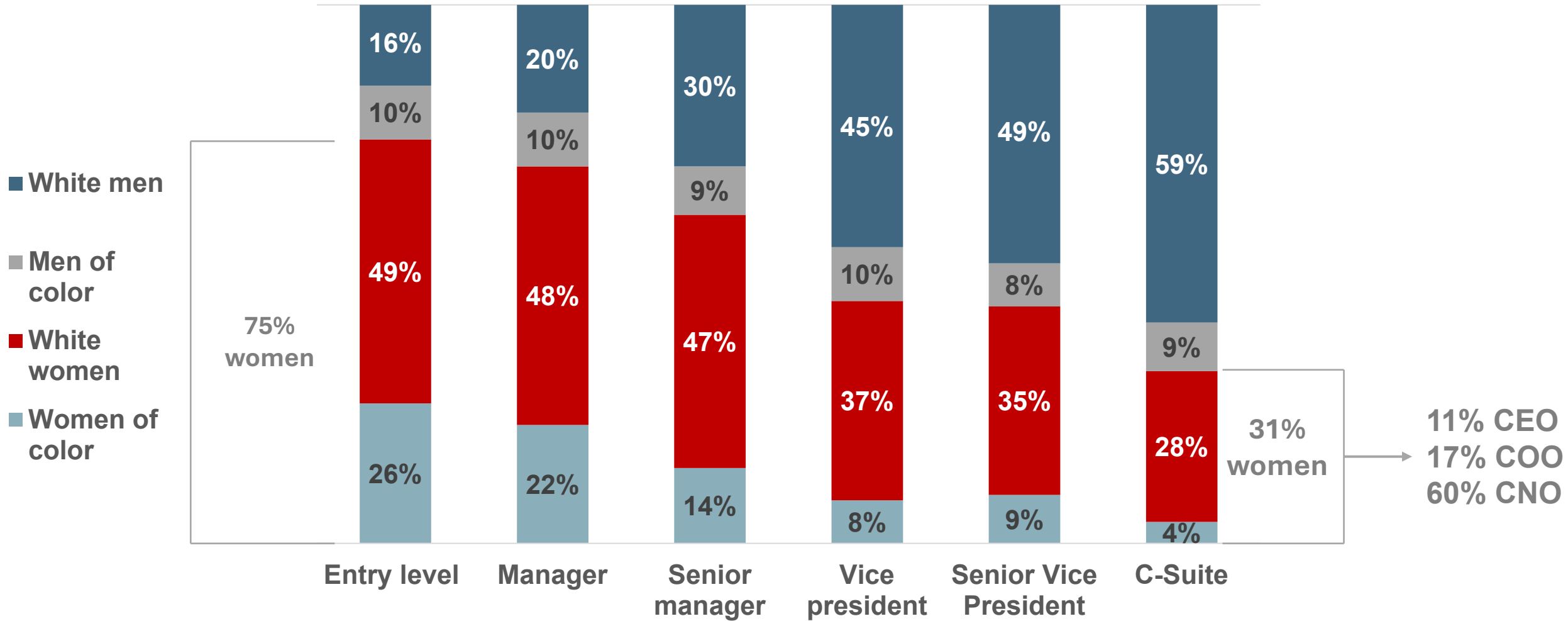
# The Courage to Lead: How Women Shape the Future of Healthcare

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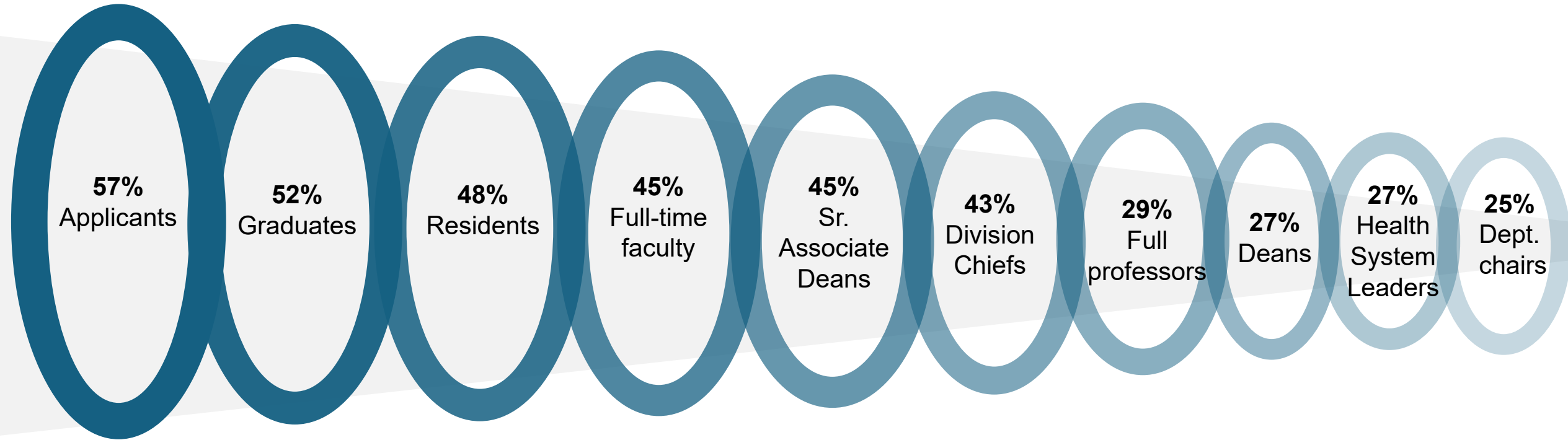
# Women in Medicine: What's the Data for Health Systems?



Adapted from Women in the Workplace 2022: A Joint Report from McKinsey and LeanIn.org



# Women in Medicine: What's the Data for Academic Medicine?



Adapted from The State of Women in Academic Medicine 2023-24: AAMC

# Why the Drop Off? It's well-researched.



Source: wordclouds.com

- Freeman *Acad Med* 2023
- Lautenberger *AAMC* 2020
- Babcock *Harvard Business Review* 2018
- Patel *Oncologist* 2023
- Jacobs *J Womens Health* 2023
- Dandar *AAMC* 2019
- Dandar *AAMC* 2021
- Dandar *AAMC* 2022
- Yeluru *Front Public Health* 2022
- Rogo-Gupta *Am J Obstet Gynecol* 2023
- Brewer *J Emerg Med* 2023
- Lautenberger *AAMC* 2022
- Iyer *J Womens Health* 2023
- Han *Teach Learn Med* 2023
- Hastie *J Anaesth* 2023
- Webb *Acad Med* 2019
- Winkel *J Gen Intern Med* 2021
- Doty *Acad Med* 2013

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# Why should we care?

**Diverse teams have been proven to create better outcomes.**

**The business case for diversity remains strong:**

- Companies in the top quartile for gender diversity on executive teams were 25 percent more likely to have above – average profitability than companies in the fourth quartile.
- The greater the representation, the higher the likelihood of outperformance.

# Panel discussion

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# Key Takeaways

- Develop your mini and mega strategies, and a mantra to help guide your personal and professional pathway.
- Manage your energy – not your time.
- Rather than gravitate toward personalities like your own, seek out a mentor whose style is different from yours to help you learn and grow
- Embrace challenges as opportunities for growth
- Be courageous, commit to action, and do the right thing.

# Questions?

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