



# RLI Power Hour

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## Leadership is for Everyone: Early Career Experiences

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## Early Career Definition

- Just starting out, either still in training or early in first job
- No formal position or title – just a “resident” or “staff radiologist”
- ACR Young Physician Section (YPS) – first 8 years after training OR age 40 (whichever later)

## Brief Leadership Bio (my own first 8 years out)

- 2014, MSK Fellowship
- 2014, joined Kanawha Valley Radiologists, a 6-person traditional private practice in West Virginia
- 2015, President of WV Radiological Society
- 2018, President of Radiology Practice
- 2020, Chair of ACR GSER Economics Committee
- 2021, President of Hospital Medical Staff
- 2022, Member of ACR Council Steering Committee

## Early Career Advice

- Prove yourself competent and trustworthy
- Leverage your unique experiences
- Show up and speak out (respectfully)
- Notice problems and solve them
- Try new things and be willing to fail

## Prove Yourself Competent & Trustworthy

- Be the best resident/fellow you can
- If in practice, prove that you can do exactly what everyone else is doing just as well as they can
- Build credibility and trust
- Foundation for everything else

## Leverage Your Unique Experiences

- Less radiology experience relative to mid and late career colleagues
- Wealth of OTHER knowledge and experience to bring to your practice
  - college major, prior career, community involvement, medical school, residency, or fellowship

## Show Up and Speak Out

- Go to meetings
- Join committees
  - Practice, Hospital, ACR, Societies
- Talk to administrators regularly
- Voice your opinions (carefully and respectfully)

## Notice Problems and Solve Them

- Paul Graham advice for startup company founders
- Important whether leadership aspirations or not
- Leads to new projects, contacts, experiences, and learning
- Solving problems makes your life easier



## Try New Things and Be Willing to Fail

- Experiment while you're early in practice
- Operations, Quality, Governance, Informatics, Research, Economics
- See what interests you, what you're good at

## Early Career Takeaways

- Prove yourself competent and trustworthy
- Leverage your unique experiences
- Show up and speak out (respectfully)
- Notice problems and solve them
- Try new things and be willing to fail

Thank you and Good Luck!

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