Leadership for Medical Women
My Role-current

- Clinician and medical educator
  - Staff specialist in Medicine at RNSH
  - Assoc. Professor(Medicine) Sydney University

- Clinical Dean,
  - Griffith University Medical School
Medical education

- Graduate Medical Programs at Flinders, Sydney University, ANU

- New Medical Schools
  - 2001 ANU - Interim Dean (start up)
  - 2003 Griffith University - Clinical Dean
Multiple (too many?) Committees

- RACP 20 years
  - National examiner
  - Council
  - Workforce committee and Rural Taskforce
- Hospital
- University
1975-1995

- Adelaide 1975—husband’s appointment
- Flinders University Medical School start up
  - Teaching-undergraduate/Post graduate
  - Curriculum design
  - Rural rotations SA and NT
  - Graduate medical program
- RGH
  - Cardiology and General Medicine
  - Division of Medicine
Home

5 children, a cat and two dogs
Biggest Assets

- Family and schooling
  - All female family
  - All female school
  - Role models; mother and grandmother and female teachers

- Women could do anything they wanted to!

- Gender neutral attitude to the world
The down side…

- Deep ignorance about the other half of the world!
- Barriers seen to be due solely to one’s own limitations
- Not sufficiently enthused by ideals of 60’s Feminism—didn’t see what the fuss was about!
So.....

What are the problems for men and women?
Balancing personal and professional responsibilities

- Marriage +/- children,
- Relationships with husbands/partners, wider family
- Balancing work and personal life
- Personal choices difficult
- Having time and energy to think!
“A woman will always sacrifice herself if you give her the opportunity

.....it is her favorite form of self indulgence”

W.Somerset Maugham
Training issues

- Length and inflexibility of College training programs
- Time-based training discriminates against women
- Part time training only available to a few
- Hospital organisation unfriendly to women
  - childcare
  - rosters
- Partner’s job
Career development

- Training and career development on the job
  - few female mentors on faculty or in the hospital
  - women less likely to be considered for a new role than men—fewer opportunities present
  - often more isolated and less supported in academic environment—part time work, out of hours meetings
  - often less ‘high profile’ productivity esp. research
What I learned....

- Time management and priority setting are crucial
- Keep a boundary between home and work
- Give time to relationships—they won’t come back again!

- The importance of mentoring
  - male and female
What have I learned?

- Not to waste time on inessentials
- Focus activity—don’t spread yourself too thin
Leadership

- Leadership requires training
  - courses
  - financial management
  - committees

- Work on the things you are bad at
Change

- Believe in yourself-you can bring about change
- Men will help you change the system
- Work within the system if possible
What would I do differently?

- Very little
- Spend more time with the family
- Spend less time at the office
- Focus my activities—don’t try to do it all!
Above all….

Enjoy it more!