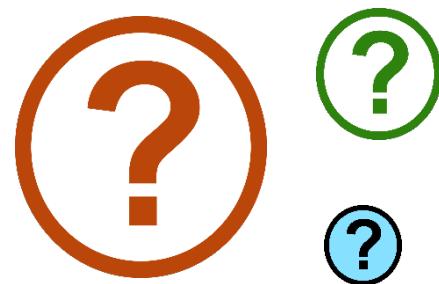


Self-differentiated leaders can manage their own emotional reactivity, or should be, which in turn, prevents the spread of anxiety within their group. When there is a sense of calmness, the entire group tends to remain connected to the conversation at hand. Emotional control for differentiated leaders is extremely crucial. Learning to regulate their own anxieties and reactivity is imperative regarding success. When conversations become difficult, and they will, people in general tend to shut down or become confrontational. There will always be the inevitable resistance to any type of change, but with a well-prepared plan, a little bit of courage and confidence, I, as a leader, will take the chance of NOT making everyone happy, for the beneficial and desirable outcome for all involved.

WHY

In fellowship administration, emotions already run high. Dealing with cancer patients, cancer physicians, just seeing the word cancer everywhere and on everything, the atmosphere can be daunting at best. I see it every day. It's like being on the outside, looking in. I try my best, every day, to be the one who brings peace and solace into the office for anyone who needs a little extra help! Some days, we could all use additional encouragement! Continuing feedback from the fellows and faculty tends to be improving the balance between flexibility, rigor and real-world readiness.



**Why, How and What
we do to Stay Ahead
of the Game**



to the future, putting the interests and concerns for our hospital and patients first, while continuing excellence.

Our fellowship program has progressed greatly in the 15 years I've been here. These changes included physical, cognitive, emotional, and social development. Changes made in fellowship were successful because vital behaviors were the priority. Blending learning is still working and as always, we continue to look

Technology, Tools, and Transformation: Enhancing Hematology/Oncology Fellow Education



The health and wellbeing of our fellows and staff has progressed into a wellness program, that I am very excited to be part of. As the self-differentiated leader, my goal is to ensure every fellow in our program receives support for all their wellness, as recommended by the American Medical Association guidelines for resident and fellow well-being. Since the digital and virtual learning changes are going well currently, I'm trying to expand our wellness program. I can't underestimate the power of a self-differentiated leader because I'm going to plan for any resistance I might face!

From Burnout to Balance: Applying the 4 Disciplines of Execution to Fellow Well-Being

Leadership-discussion board

The one thing that sticks out in my mind about self-differentiated leadership is understanding leadership is NOT about fixing everyone else. We are all different, but that doesn't mean we are broken in any way. I must remember a leader is both, separate from the followers, but connected to them at the same time. I now realize I don't need to change anything about myself,



based on who I am with. The ability to separate my thoughts and feelings from others will allow me to teach accountability and help them manage their own emotional reactivity. Being able to connect with your group, showing a clear vision of values, allowing them to make good decisions for the organization encourages collaboration and innovative thinking, I will practice staying grounded in tough situations and/or conversations. Calm and grounded, that is my plan.



Change in any organization is rarely instant. I've learned this firsthand working in hematology/oncology, where emotions often run high, and the stakes could not be greater. People bring different perspectives to the table, and at times conversations can become tense or even defensive. For me, this is where leadership matters most.

I try to approach these moments by being what Bowen described as a self-differentiated leader:

staying calm under pressure, holding to my values, and truly listening to others. In practice, this means slowing down enough to hear people out, even when discussions are difficult, while also keeping the bigger picture in focus. I've found that when I can model steadiness, it helps others feel more grounded too.

In heme/onc, that balance between empathy and assertiveness is essential. Our fellows are under intense demands, our faculty often juggle competing priorities, and our patients and families face life-changing diagnoses. As part of the leadership team, I see my role as creating the space where all those voices can be heard, without losing sight of our mission to provide the best care and training possible.

It isn't always easy. There are times when I feel the pull to react quickly or take sides. But I've come to recognize that real leadership in this environment means being present, steady, and focused—especially when things feel uncertain. That's the kind of leadership I strive to bring every day, and the kind I believe helps our program, and the people in it, grow stronger.

**Leading
Change with
Calm and
Confidence**