



Homer Stryker School of Medicine is a distinguished medical school that provides medical education, clinical care, research, and community service impacting West Michigan and the world.

## The Opportunity

Western Michigan University School of Medicine Graduate Medical Education Program Coordinators desired and needed leadership and team development to increase their effectiveness and engagement.

## The Solution

Four team development sessions were facilitated that focused on the leadership competencies of Emotional Intelligence, Change, and Giving and Receiving Feedback and the team skill of Collaboration.

## The Results

Participants reported being more skilled, more engaged, more productive, and more effective as leaders, in addition to feeling more valued as a result of the development sessions.

Behavioral changes reported by the participants included: taking a step back before reacting, requesting feedback, improving listening to feedback, meeting more regularly, increasing communication effectiveness, and increasing self-awareness and social awareness going into difficult conversations.

*Our team was given some very practical tools to increase our effectiveness.*

- Sarah, Director

**100%**

of participants gained new and different perspectives

**100%**

increased their knowledge and skills

**80%**

changed their behavior because of the development sessions