

# Bringing Up Future Leaders: Lessons learned from throughout the world and across generations!

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# Disclosures



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# Disclosures

- ✦ I am human.
- ✦ I am not the world's leading expert in anything...
- ✦ I continue to learn from the collective wisdom of others.
- ✦ My hopes are to pass along their advice and pay it forward to all of you...

# Why I do what I do...



We need to train incredible future leaders!

This is how we used to train  
& bring up our leaders...



Throw them into the fire & see what happens...

A true leader will  
emerge from the flames....



This is also how we used to lead...



I've paved a great path, follow me...

This is how we should be leading...



Boost everyone up around you!



If you want to go fast, do  
it by yourself...

If you want to go far, do  
it with others!

You, as a mentor, are in  
a position of power.

You have a lot of  
influence! Enter into the  
relationship with good  
intent and humility.

## Let's Learn Together:

Think of TWO pieces of advice you  
wish you would have known  
5-10 years ago.

Email them to [TWuTips@gmail.com](mailto:TWuTips@gmail.com)

#1: Personal advice

#2: Professional advice

Example from Dr. Lydia  
Kasper in New Jersey:  
Say yes to some opportunities  
you don't really want to do.  
Those opportunities may open  
up doors to other opportunities  
you really want to do. It's not  
a permanent commitment...

Example from  
Dr. Tina Wu in NYC:  
Time and energy are your  
most valuable currency.  
Be mindful of how you  
spend them.

Look up at me if you  
are done emailing me  
at

[TWu.Tips@gmail.com](mailto:TWu.Tips@gmail.com)

# How to Bring Up Young Leaders: Know Your Audience

- Generation generalizations?
  - First understand who you are and what your biases are
- How do our future leaders prefer to communicate?
  - Writing
  - Phone calls
  - Email
  - Text messaging
  - Other organizational communication tools?

How I have learned to communicate:



**#ImportantInformation**  
Please call TWu today!  
**#YourJobDependsOnIt**

twitter 

**#CallYourBoss**



# What my team expects of me:

Today 7:30 PM

Did you get my message?

Hi. I'm sorry, I haven't received it yet. When did you send it?

Read 7:31 PM

2 minutes ago. When do you think I can expect an answer?

I emailed you but didn't hear back from you so I thought I'd text

So, what do you think?



iMessage



Many people want and expect  
immediate gratification...



# Let's Learn Together: How would you respond?

Today 7:30 PM

Did you get my message?

Hi. I'm sorry, I haven't received it yet. When did you send it?

Read 7:31 PM

2 minutes ago. When do you think I can expect an answer?

I emailed you but didn't hear back from you so I thought I'd text

So, what do you think?



iMessage



# Let's Learn Together: WHEN would you respond?

Today 7:30 PM

Did you get my message?

Hi. I'm sorry, I haven't received it yet. When did you send it?

Read 7:31 PM

2 minutes ago. When do you think I can expect an answer?

I emailed you but didn't hear back from you so I thought I'd text

So, what do you think?



iMessage





**SHUT UP AND**

**LET ME MENTOR YOU**

## Get to Know Your Future Leaders: Resist the urge to be the sage on the stage!

- Where were they raised?
- How were they raised?
- Where were they trained?
- How were they trained?
- What motivates them?
- What path did they take to get to you
- There is no “traditional” path anymore...

Look at career paths like a jungle gym instead of a ladder. Consider all approaches and all options.



Look at LIFE like a jungle gym  
instead of a ladder.  
Consider all approaches and all  
options.





Ask your mentees what  
they expect from you?

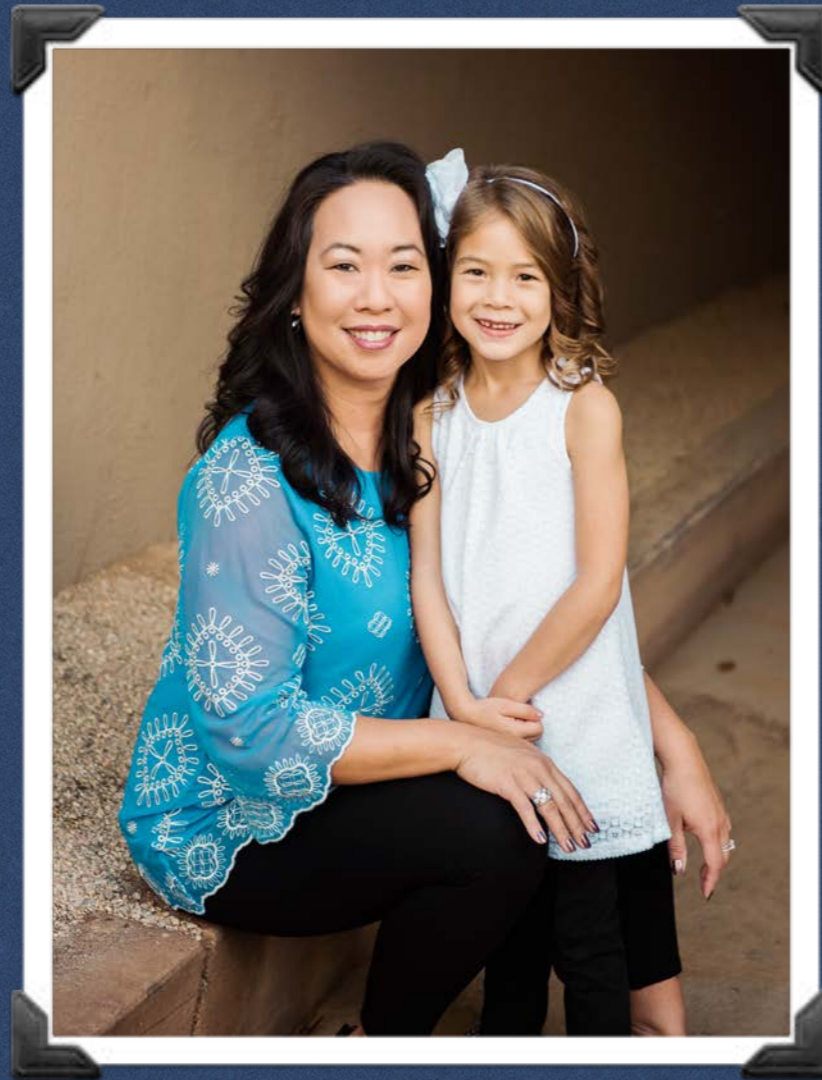
**Happiness** = **Reality** - **Expectations**

Manage expectations.

Improve reality.

Reassess regularly.

Don't just create a mini-me!



Your goal is to identify unique strengths in your mentee, and help them become the best version of themselves.

# Time to Engage

- Pick a partner sitting next to you.
- Introduce yourselves.
- One of you will be the MENTOR  
(red card)
- One of you will be the MENTEE  
(black card)

# Your Challenge

- The MENTEE is looking for advice regarding career advancement & is going to ask the MENTOR for help.
- Engage in a real mentoring session for TEN minutes.
- Take notes regarding your discussion points & strategic plan.
- Be prepared to share highlights with the entire audience (from your seat).

# Your Instructions

- MENTEE will start the interaction: Clearly define your goals to your mentor. (2-3 minutes)
- MENTOR will then provide guidance & advice : How can I support my mentee and help make my mentee successful? (5-7 minutes)
- Your 10 minutes should be interactive (back & forth discussion)
- Make good use of your time!



Be ready to present your findings and discussion points to the entire group.

# In case you forgot...

- MENTEE will start the interaction: Clearly define your goals to your mentor. (2-3 minutes)
- MENTOR will then provide guidance & advice : How can I support my mentee and help make my mentee successful? (5-7 minutes)
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# Time to Circle Back

We are in an era where the issue is **not** the *lack of information...*

We have to teach future generations how to *filter the information* appropriately and know what information to trust...

You are amongst trusted friends  
and colleagues...

Let's hear more pearls and  
pitfalls from trusted sources...



From our audience:  
There are parts of life that you can  
fast forward,  
but you can never rewind and replay.  
Cherish every moment and be present!

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*Advice from our audience?*

My job is not to be liked. I want to be respected for being fair. I make tough decisions every minute of every day. If people do not “like” my decisions as a leader with good intent, they may need to find a different job/position under a leader they “like”...

*Advice from our audience?*

# Time to Debrief



- What was the mentee's goals?
- What advice did the mentor give?

# Time to Debrief



- What was the mentee's goals?
- What advice did the mentor give?

# Coach vs. Mentor

## • Coaches:

- Relationship has a distinct, set duration.
- Structured meetings.
- Focus on issues.
- Short term coaching.

## • Mentors:

- Relationship is ongoing.
- Informal discussions when advice is needed.
- Focus on personal development.
- Long term mentoring.

## Define Your Role & Ask Questions

- Let me *coach* you through this issue you are facing. How do you think things are going? What do you think you should do next?
- Thank you for asking me to *mentor* you. What are your long term goals? What would you like to accomplish? How would you like to be remembered?



# Mentoring Questions You Should Be Asking

- What would you like to accomplish?
- Why do you want to accomplish that?
- What is your timeline and deadline?
- What sacrifices will you be making to achieve your goal?
- What happens if you fail?
- What are the consequences of your actions and successes? Life is a zero sum game.

Balance is unrealistic. Think about what you can live with at this point in your life & be flexible enough to make changes as needed.

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*Advice from our audience?*

From Jesse Loar:  
The only constant in leadership is  
change. Be open and willing to make  
changes no matter how hard they are.

*Advice from our audience?*

Take a moment to picture a bright,  
engaging, strong, and powerful leader in  
Emergency Medicine.  
Someone you would follow and be proud  
to support. Someone you aspire to be...

*Who do you picture?*



# Be aware of biases!



- Were there any biases noted?
- Were there any assumptions made?

# Recognize Your Inherent Biases

- Gender
- Age
- Culture
- Marital or relationship status
- Projected goals and potential restrictions or limitations?
- People define satisfaction differently.
- People define happiness differently.

Be careful not to give advice based on your own definitions of happiness and success. Your mentee may not find satisfaction or happiness with the accomplishments you recommend for them.

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*Advice from our audience?*

There are no shortcuts to success or mastery. As a leader and mentor, encourage at least 10,000 hours of deliberate practice.

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*Advice from our audience?*



From Janel Paukovits:  
Allow your vulnerabilities to be seen on  
occasion. Vulnerabilities are not  
weaknesses. Vulnerability can make you  
seem strong and secure.

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*Advice from our audience?*

**TRUE LEADERS  
DON'T CREATE  
FOLLOWERS.  
THEY CREATE  
MORE LEADERS.**



Engage.  
Educate.  
Inspire.



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*Be the change you want to see in our world...*

# When in Texas...

