



Department of Surgery
UNIVERSITY OF WISCONSIN
SCHOOL OF MEDICINE AND PUBLIC HEALTH

Weikel **LEADS** Initiative

Leadership and Engagement Across Disciplines of Surgery

September 2025 – June 2026

Purpose

To develop and enhance leadership skills throughout the Department of Surgery and the broader UW-Madison SMPH and UW Health communities.

Mission

The Weikel LEADS Initiative is committed to preparing the next generation of leaders through an engaging, cross-disciplinary, applied learning experience.

The Program

The Weikel LEADS leadership program is made possible by a generous donation from the Weikel family, and is for Department of Surgery faculty, APPs, and staff seeking to enhance their leadership skills and understanding of how our department, health system, and university operate.

Our cohort of approximately 25 participants will consist of faculty, APPs, and administrative staff from the Department of Surgery. Residents on academic development time will be invited to apply through a separate application.

The Program

- Over the course of 10 months, participants will learn from instructors, guest speakers, and each other, while having dedicated time for applied learning, collaboration, and reflection.
- The sessions will take place at the Pyle Center and occur on Thursdays or Fridays each month.
- Participants will complete a 360-degree evaluation by their direct reports, peers, and supervisors. We will also provide a debrief to help participants interpret and successfully engage with the feedback provided through this evaluation.
- Speakers will be engaged from the local health system, university, and business community, as well as other institutions.
- Key topics will include healthcare financial management, inclusion and leading teams, negotiation strategies in challenging environments, innovation, strategic and business planning, and more.

Applied Themes

- Healthcare Finance and Administration
- Process Improvement
- Leadership and Communication
- Healthcare Innovation
- Management and Employee Engagement

To Apply

Individuals interested in applying to the program should provide the following:

- Current CV
- One-page statement outlining your goals and motivation for participation in LEADS and an overview of how you will apply what you learn
- Supervisor signature attesting that they are supportive of your participation in this year-long program

Participant Requirements

- Faculty candidates should be at least 3 years out from their terminal training
- APPs and administrative staff should have at least 3 years professional experience

A committee of department leaders will select the participants for this LEADS cohort. Please note that this program will be delivered every other year, and participants are expected to attend all courses if selected, unless there are unavoidable extenuating circumstances that preclude participation for a given session.

Leadership and Engagement Across Disciplines of Surgery Program Application

Name:

Date:

Phone:

Email:

Position/Job Title:

Supervisor Approval:

Print Name: _____

Signature: _____

Items needed for the application process:

- Current CV
- One-page statement outlining your goals and motivation for participation in LEADS and an overview of how you will apply what you learn
- Supervisor signature attesting that they are supportive of your participation in this year-long program

*Return completed application materials to Michaela Van Hierden
(vanhierden@surgery.wisc.edu) by May 12, 2025.*

Course Dates

September 26, 2025

October 30, 2025

November 21, 2025

December 12, 2025

January 8, 2026

February 13, 2026

March 19, 2026

April 10, 2026

May 14, 2026

June 12, 2026