



Get the leadership training you  
need to succeed in academic  
health care

## New and Evolving Academic Leaders (NEAL) Program

### We Make a Difference!

*"As Chairman of the radiation oncology department with many years of clinical leadership experience, my participation in NEAL was an excellent opportunity to learn about the challenges and skills needed to build a high quality academic environment. I highly recommend the program."*

**Noora Al Hammadi MD (NEAL 2016)**

Chairman, Radiation Oncology National Centre for Cancer Care and Research, Weill Cornell Medical College, Qatar

*"The program helped me to recognise that academic administration and academic leadership are different concepts. That recognition has enabled me to create safe places to share ideas; empower talented people and work to span boundaries for the purpose of creating new possibilities. That recognition has inspired me to change my thinking and enabled me to build new resiliency to my leadership challenges."*

**Todd Duhamel PhD (NEAL 2016)**

Associate Dean (Research and Graduate Studies), Faculty of Kinesiology and Recreation Management, University of Manitoba

**Leadership is a component of the job for all academic clinicians and scientists in health care whether engaged in research, education or innovation. Did your training prepare you to lead?**



**Susan Lieff MD MED**  
Course Director

Susan is the Director of Academic Leadership Development for the Centre for Faculty Development and the founding Director of the NEAL Program. Susan is a Professor in the Dept of Psychiatry at the University of Toronto. Susan has been recognized for her excellence and innovation in teaching and educational program development by the UofT, Associations of Faculties of Medicine of Canada, The Royal College of Physicians and Surgeons of Canada and the Canadian and American Psychiatric Associations. Susan conducts research and teaches on the practices, mindsets and networks of academic health science leaders as well as academic leadership development



**Cate Creede PhD**  
Associate Course Director

Cate is a Partner in The Potential Group, which focuses on strategic change in academic healthcare and education. She is deeply experienced at design, facilitation, capacity building and constructing effective conversations and processes that support systems change and social innovation, primarily in healthcare and education. She has supported more than 150 strategic change initiatives across Canada.

## Why NEAL?

We help you do your job. With every module, you will walk away with actionable tools and frameworks that you can apply immediately when you return to work. We believe that your learning should be immediately relevant and last long after the program is complete.

### Discover your style

Informed by feedback, you will develop a personalised learning agenda. During each day of the program and assisted by your coach, you will increase your self-awareness as a leader.

*"The program helped me understand and embrace my own leadership style, while also expanding my vision of leadership. Great leaders have a deep toolkit of skills, and NEAL helped me stock mine. Looking back, I'm not sure how I had been doing my job without this type of training."*

-- **Chris Li MD (NEAL 2018)**

Respirology Postgraduate Education Program Director, University of Toronto

### Expand your network

You will interact with a diversity of leaders from across the health care system and beyond. As you learn with and from each other, you will build relationships and a network of support.

*"The NEAL program offers a fantastic introduction to academic leadership. I was hesitant to take the course, however the instructors and the material were of the highest quality. In particular, the invited speakers were all fabulous and entertaining!"*

-- **Mark Peterson MD PhD (NEAL 2018)**

Director, Brain and Heart Centre, St. Michael's Hospital and Associate Professor, Cardiac Surgery, UofT

Visit our website at [cfd.utoronto.ca/NEAL](http://cfd.utoronto.ca/NEAL) for more on the program and fees.

## Unique features of NEAL

- Our faculty are award winning, experts in their fields from business, health management, health sciences and the private sector.
- Engagement with colleagues from a diversity of academic health science contexts beyond your own.
- You will identify your strengths and blind-spots and develop your own authentic leadership style.
- Designed to ensure workplace based learning and application

*"A great 'aha' moment for me was realising how much NEAL broadened my ability to think creatively about solving complex problems and how to weather the storms of change with confidence when I came into my role as chief of my department."*

-- **Filomena Meffe MD (NEAL 2015)**  
Chief, Obstetrics and Gynecology, St. Michael's Hospital

## Who should attend?

If the academic part of your job entails engaging people to develop or advance an educational, research or innovation agenda in health care, then NEAL is for you.

*"The NEAL program taught me to hone my creative inquiry and engaging/transparent communication skills to lead change in my academic division."*

-- **Isaac Odame, MD (NEAL 2015)**  
Medical Director, Global Sickle Cell Disease Network

## Application

We will be accepting applications for our 2021-2022 class in early 2021. We offer a reduced rate to those who apply by our Early Bird Deadline.

**Early Bird Deadline: April 13, 2021**  
**Final Deadline: May 25, 2021**