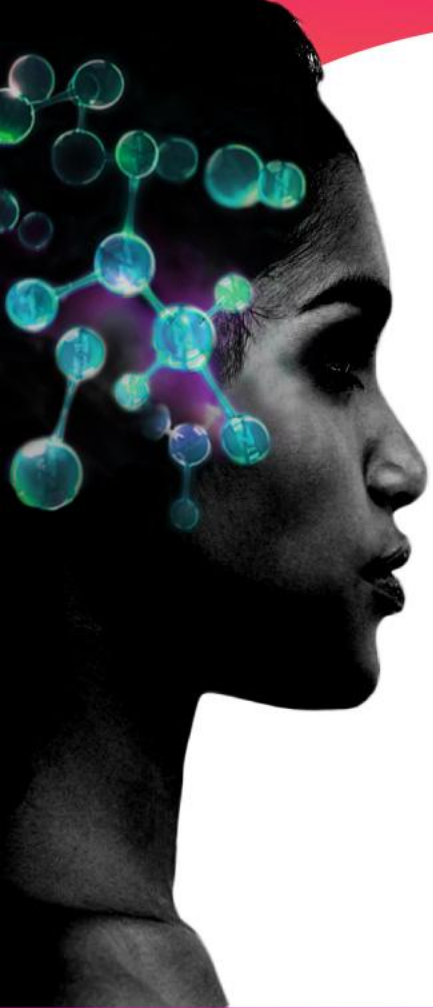




8th Annual

LEAD 2026

LEADERSHIP
EMPOWERMENT
DEVELOPMENT

Enriching Experiences for Leaders in Hematology and Oncology

SEPT
18-19,
2026

Leading Before You're Ready

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Disclosures

Consultant: Cardinal Health Program, Decera Clinical Education

Three Moments, One Thread — and What's Next



1

NOV 2021

The Tipping Point

Attending physician, Hematology-Oncology. Pressure crossed a threshold.

2

FEB 2022

Section Chief, Hematology-Oncology

Multiple offers doing what I knew I could do
ONE offer- I had absolutely no idea if I could do

3

DEC 2024

JCO Consultant Editor

Opportunity from FAR left field

4

2026+

The Next Chapter

Growing the program, mentoring rising leaders, WHO KNOWS....

The Tipping Point

Trusting your instincts as to the next right move

- A system-level error occurred — one I didn't create
- Leadership moved to shift the financial consequence onto me
- Staying quiet would have been the easier, cheaper path
- I chose to leave rather than accept an outcome that wasn't mine

WHAT THIS TAUGHT ME

- Not stay so busy that you don't see the signs that its time to move on
- Know exactly what you will and won't own
- Integrity has a price — pay it early, not late
- Sometimes leaving is the right move

Stepping into leadership before feeling fully ready

- Took the Section Chief, Hematology-Oncology role without feeling fully prepared
- Said yes without certainty, trusting I could figure it out
- If you wait to feel “ready” for a role you are likely already overqualified

So, what actually happened?

- There were things I knew and a lot of things I learned
- BIGGEST LESSON:
 - Meeting qualifications and being qualified are NOT the same thing

Very Publicly Not being ready for a role

- Offered the opportunity to serve as Consultant Editor, Journal of Clinical Oncology
- The Even larger feeling of not being ready was real — I said yes anyway
- Growth over comfort- again
- Trusted that the skill would catch up to the title

WHAT I'VE LEARNED

- Readiness is often built after the yes
- Trust + effort is its own qualification
- I can expand to rise to the opportunity

Next For Me



Being Open To new opportunities



Using my past as evidence that everything is figure-out-able

Next for You

Say yes before you feel ready

Protect your integrity — it's non-negotiable

Growth and Comfort do not exist at the same time

Your career moves in seasons — leaving is sometimes moving forward