YOUR SESSION THIS MONTH

Month 3

Respect & Dignity

Topic at a glance

This session focuses on respect and dignity — how everyday leadership behaviors signal who belongs and who is valued. Consistent respect shapes professional identity, strengthens engagement, and influences how teams treat one another and the people they serve.

This month's leadership practice

Participants intentionally incorporated two visible expressions of respect into their everyday leadership interactions: one that communicates dignity, value, and belonging to all team members, regardless of role, and one that supports an individual's learning, confidence, or professional growth — treating them as a capable professional in ways that support how they see themselves.

Suggested session flow

> **Welcome & check-in** · **5 min**
> Confidentiality reminder, then a quick opening question: "What is one small thing a colleague did recently that made you feel respected?"
>
> **Discussion** · **20–30 min**
> Read the prompts below, then let the group choose one or two to explore.
>
> **Open conversation** · **30–60 min**
> Shift into open conversation over the meal.
>
> **Wrap-up** · **5 min**
> Confirm the next date, time, and location. Record attendance. Submit for reimbursement.

Discussion prompts

1. Did you observe any changes in how people engaged, collaborated, or carried themselves? Did anyone seem to grow or see themselves differently because of how you treated them?
2. What felt natural — and what felt less familiar?
3. Where might your leadership habits unintentionally signal disrespect — especially to those lower in the hierarchy?
4. How might your respect behaviors be influencing the team — peers, learners, or patients? What is one respect behavior you will continue?

Tip of the month

Make room for every voice. This month's topic is a chance to model respect in the circle itself:

- Invite quieter voices without putting them on the spot: "Would anyone who hasn't spoken yet like to add something?"
- Gently limit those who over-talk by summarizing and redirecting
- Use round-robins, pair-shares, or structured prompts when needed

Session checklist

- Confirm the date, time, and location — and make a reservation where possible
- Review this month's topic and discussion prompts
- Host the session
- Record attendance
- Submit for meal reimbursement

Meal reimbursement

1. **Group leader pays for the meal** — P-Card or personal credit card.
2. **Submit the following to the group leader's department:**
   - Full list of faculty attendees (no guests or spouses)
   - Discussion agenda or topic
   - Itemized receipt
3. **Department creates a Concur report** using SpeedType **63506636**.
   - Report title format: **LEADERTHRIVECIRCLE[LastName FirstInitial]**
4. **Department reimburses the lead faculty member** in accordance with guidelines.

Fiscal guidelines

- **Reimbursement limit is $125 per meal.**
- One meal per participant per month may be reimbursed during the six-month program.
- Maximum of six reimbursed meetings per six-month program.
- **Alcohol is not reimbursable.**
- Maximum allowable tip is 20%.
- Limit gatherings to consented participants assigned to your group — no guests or spouses.
- Meetings may include coffee or meals, and venues are chosen by the group.
- Non-meal activities (bowling, for example) are paid personally by participants.