

WORKSHOP 1- Bennet, J.

THE NCI-DIVERSITY CAREER DEVELOPMENT PROGRAM (NCI-DCDP). A SUCCESSFUL INTERVENTION TO IDENTIFY UNIQUE TALENTS

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Background

To attract and retain diverse, top-notch scientific talent, the National Cancer Institute (NCI) offers a competitive NCI postdoctoral leadership program targeted to underrepresented minorities. The goal of this program is to:

- build a strong sense of community, support, and belonging.
- cultivate leadership, management, and relationship-building, and communication skills.
- form a strong sense of confidence and vision of themselves and their careers.

This program is offered to postdoctoral trainees at NCI nominated by their supervisors. Although the tool set offered by this program is applicable to any individual, it is especially useful in helping minority researchers define a strong sense of self, identify culture-based obstacles that come their way, and design solutions.

Nomination Process: Principal Investigators are asked to nominate those trainees with potential to become independent scientists. They are informed that the NCI Intramural Diversity Workforce Branch is promoting the NCI-DCDP to provide postdoctoral trainees with the tools to develop themselves as individuals and leaders. Fully support from the principal investigators is secured by that nomination.

Metrics:

Entry level surveys are designed to assess the knowledge of the participants before the program. The same assessment is received after completion of the program.

Structure

The course consists of nine components, listed below, and lasts 10 months.

Provided by Dr. Samantha Sutton-Life Solutions

1-Coaching Workshop

Four intensive 4-hour coaching workshop are conducted to provide and immersion into the coaching aspect of the program. These workshops include pre-homework and follow-up homework that was individually assessed and used to coach participants in their individual needs.

2-Videoconference sessions

Four 2-hour videoconference sessions, held monthly complement the face to face coaching described above. These sessions include discussion, coaching, accountability, and reinforcement of the key course skills so that participants are able to develop mastery. Each session include pre- and post-session homework assignments, and opportunities for group members to network

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and build a sense of community.

3-Individual feedback

Participants receive individual feedback on homework assignments for both the workshops and the videoconference sessions, and additional feedback on an as-needed basis.

Provided by - Dr. Ofelia Olivero and others National Cancer Institute

4-Individual Interviews

Interviews with selected participants are conducted prior to the beginning of the course. The interviews provide orientation about the 10 months to follow and are critical in establishing accountability and adherence.

5-Kickoff Meeting

Initial introduction and seminar about Mentoring by Dr. Ofelia Olivero.

6-Mentoring

Participants look for co-mentors and establish a relationship with them during the length of the program. This pro-active effort is critical to create a sustainable relationship.

7-Professional Skills building

Fellows participate of additional career/personal development sessions, hosted by NCI, on topics such as: DiSC, Behavioral/Work Style Assessment, Cultural Factors in Leadership, Enhancing Emotional Leadership, Managing People, Situational Leadership, Managing Transitions, Increasing Your Influence, Cultural Awareness, Developing and Outward Mindset.

8-Social Events + Keynote Diversity speaker

Fellows participate in two social programs to build closer bonds.

9-Community Oriented activity:

Participants brainstorm and organize an activity to give back to the community.

Outcome

The success of the intervention will be discussed. Qualitative (testimonials) and quantitative data will be presented.

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