



Welcome!

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How to become a leader

Expert: **Prof Barbara Alicja Jereczek-fossa**, European Institute of Oncology, Milan, Italy

Expert: **Dr Milos Grujic**, University Hospital Center Kragujevac, Kragujevac, Serbia

Extract from the ESO policy

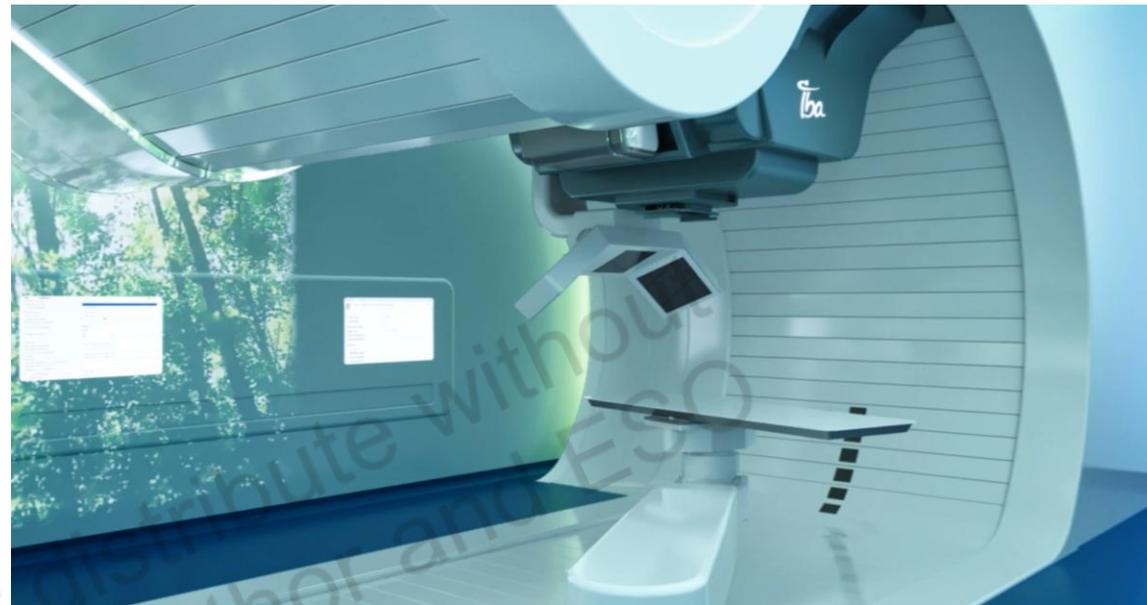
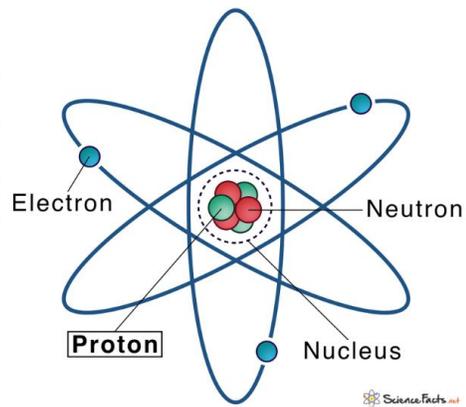
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Shaping Your Leadership Journey

Barbara Alicja Jereczek-Fossa
Italy



Shaping Your Leadership Journey: competence, confidence, and connection

ESTRO

Barbara Alicja Jereczek-Fossa MD PhD
European Institute of Oncology and University of Milan, Italy

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UNIVERSITÀ
DEGLI STUDI
DI MILANO



IEO
Istituto Europeo
di Oncologia



My keywords

Competence

Confidence

Connection



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Competence: **Study! Be curious**

Confidence: **Personal growth**

Connection: **Do networking**



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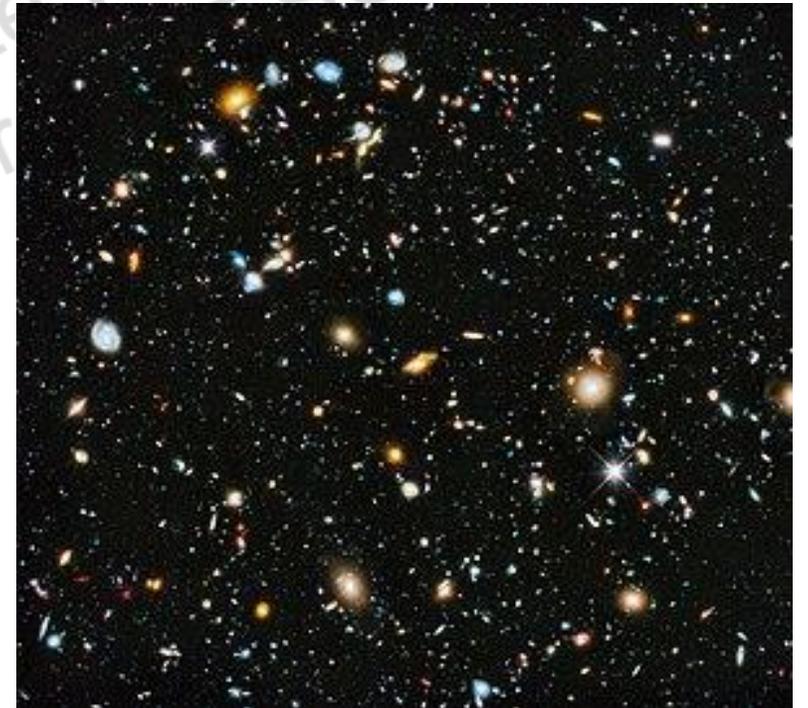
With gratitude to the mentors, colleagues, and students featured in this presentation.

If you prefer not to be included, please let me know.



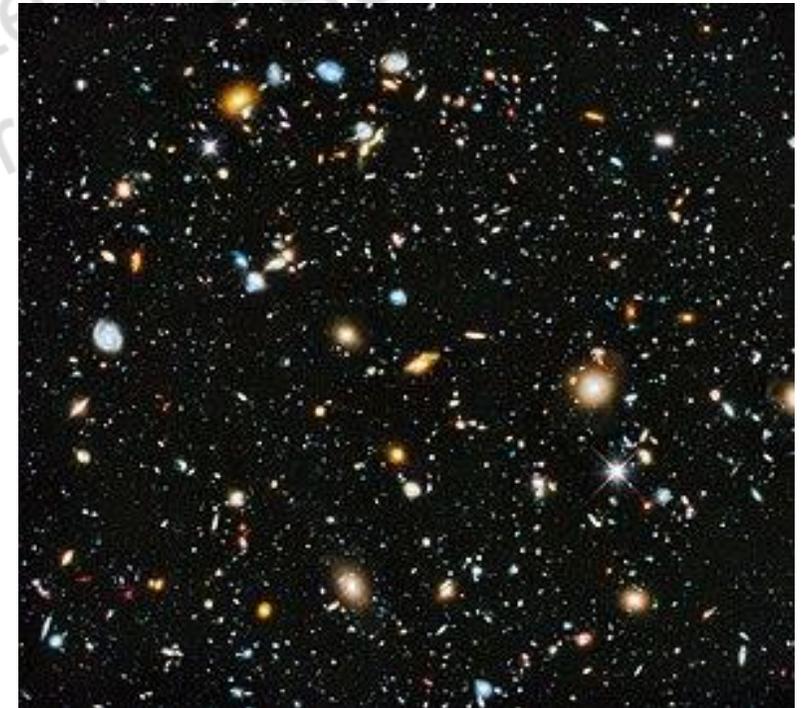
University

The **universe** (Latin: *universus*) is all of space and time^[a] and their contents,^[10] including planets, stars, galaxies, and all other forms of matter and energy.



The sky is not the limit...

The **universe** (Latin: *universus*) is all of space and time^[a] and their contents,^[10] including planets, stars, galaxies, and all other forms of matter and energy.



MD degree

Physician (clinician)
Scientist
Teacher



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Medical University of Gdansk, Poland



Very good preparation

Clinical competencies

«professional and
human imprint»

Dept. of Oncology and Radiotherapy, Medical University of Gdansk

Very dynamic environment

High level of clinical assistance

Continuous medical education

Research

Teaching



Dept. of Oncology and Radiotherapy, Medical University of Gdansk

International exchange

European School of Oncology

European Society for
Radiotherapy and Oncology

European Society of Medical Oncology





Italy

Cancer Institute
in Genoa

(IFMSA)

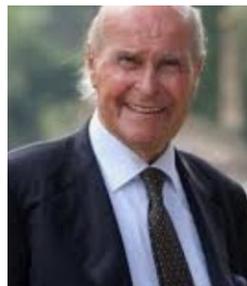
International
Federation
of Medical Students
Associations

European School of Oncology (ESO)



Website

European
School
of
Oncology



OVERVIEW

The European School of Oncology (ESO) is an independently funded non-profit organisation dedicated to quality education and training, because we believe all patients deserve equal access to competent cancer care. The vision of ESO is to ensure that all cancer patients have access to unbiased and evidence-based competent care from adequately trained health professionals.

ESO was established in 1982 by the Italian cancer surgeon, [Umberto Veronesi](#) with the aim of contributing to the reduction of deaths from



- **Corso ESO**

- **RESEARCH Fellowship**

2 years in IEO



Glasgow University and Beatson Oncology Centre





President of ESTRO
And Chair of Radiation Oncology Dept, in Glasgow



A. Barrett
(Glasgow)





Glasgow Erasmus



2024:
President of ESTRO

ESTRO PRESIDENTS



> 10.000 members, 30% extra-European, ESTRO School > 30 courses, > 100 national societies

ESTRO



ESMO



Giuseppe Curigliano and Barbara Jereczek-Fossa have been elected to lead ESMO and ESTRO – IEO European Institute of Oncology & University of Milan



ESTRO commitments for early career MDs

- Mentorship program
- Travel grants
- Early Career Committee
- Agora meeting

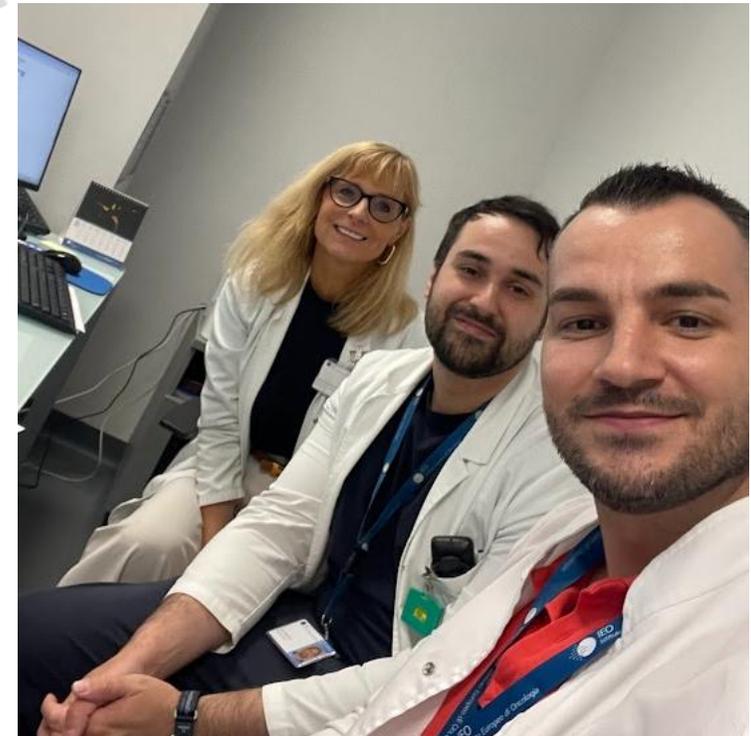
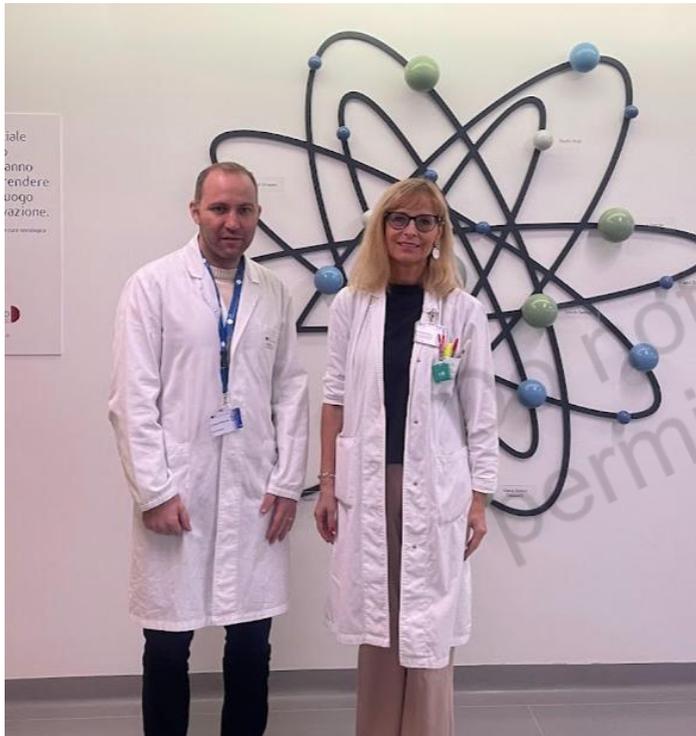


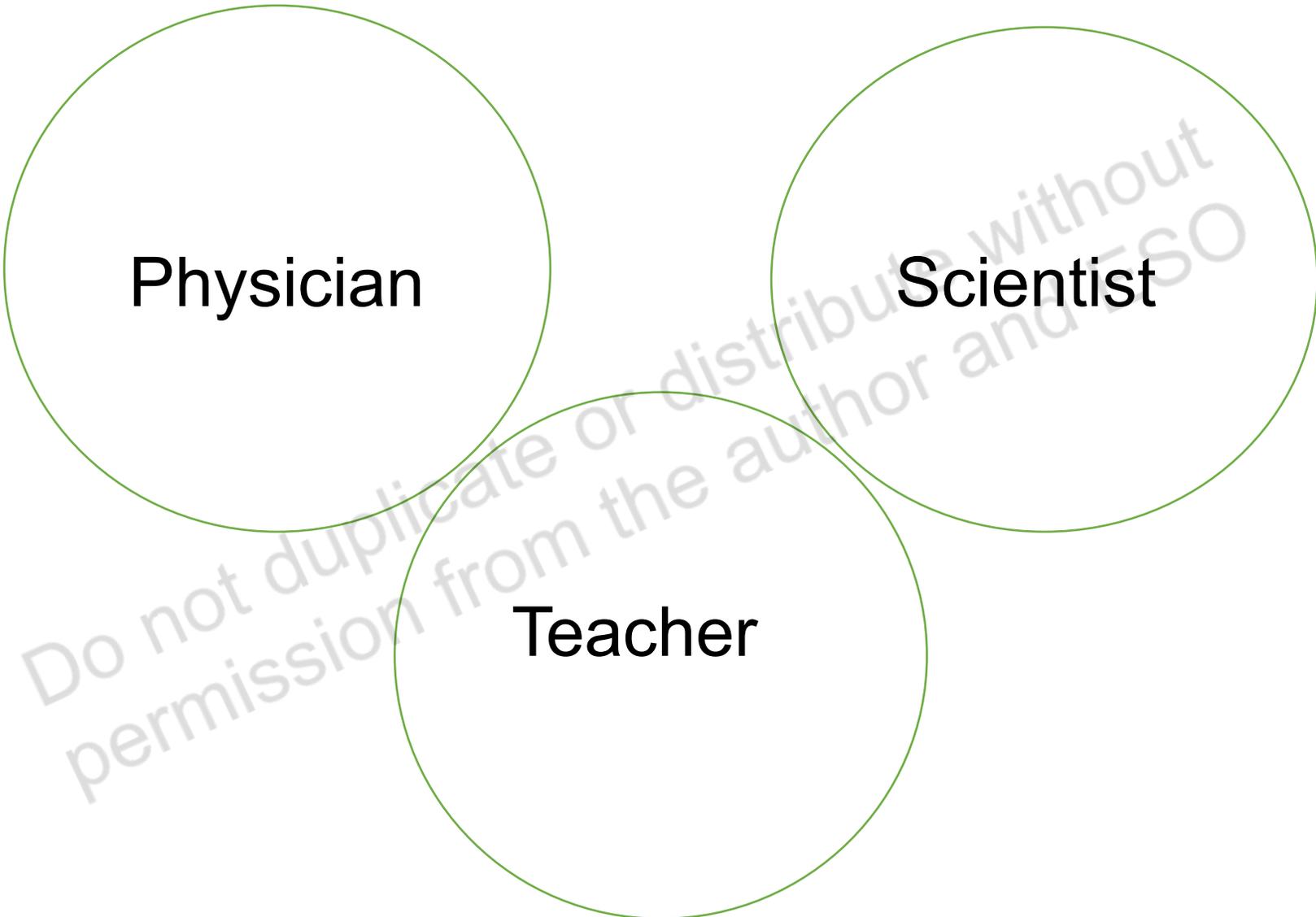
My ESO commitments for early career MDs

Faculty member

Scientific Council

Mentor



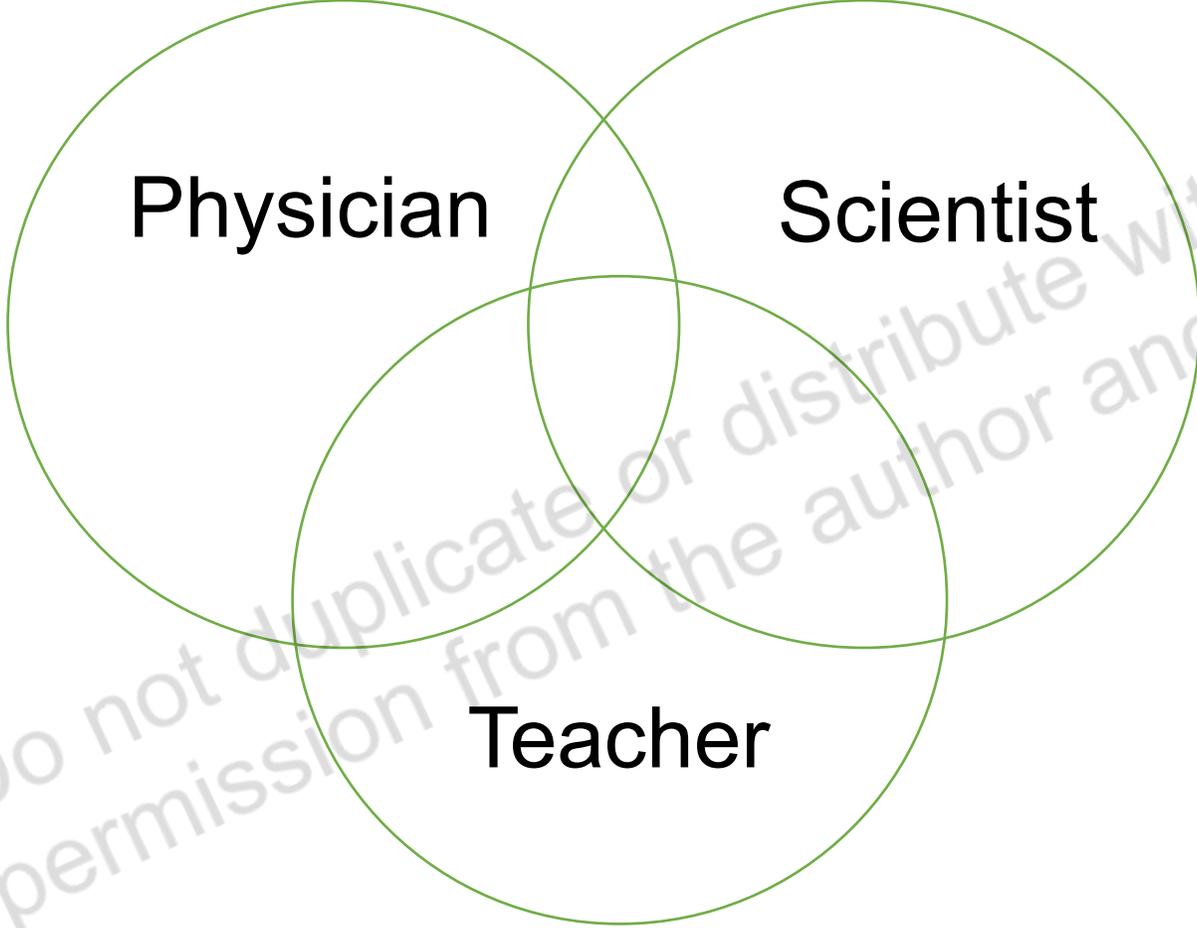


Physician

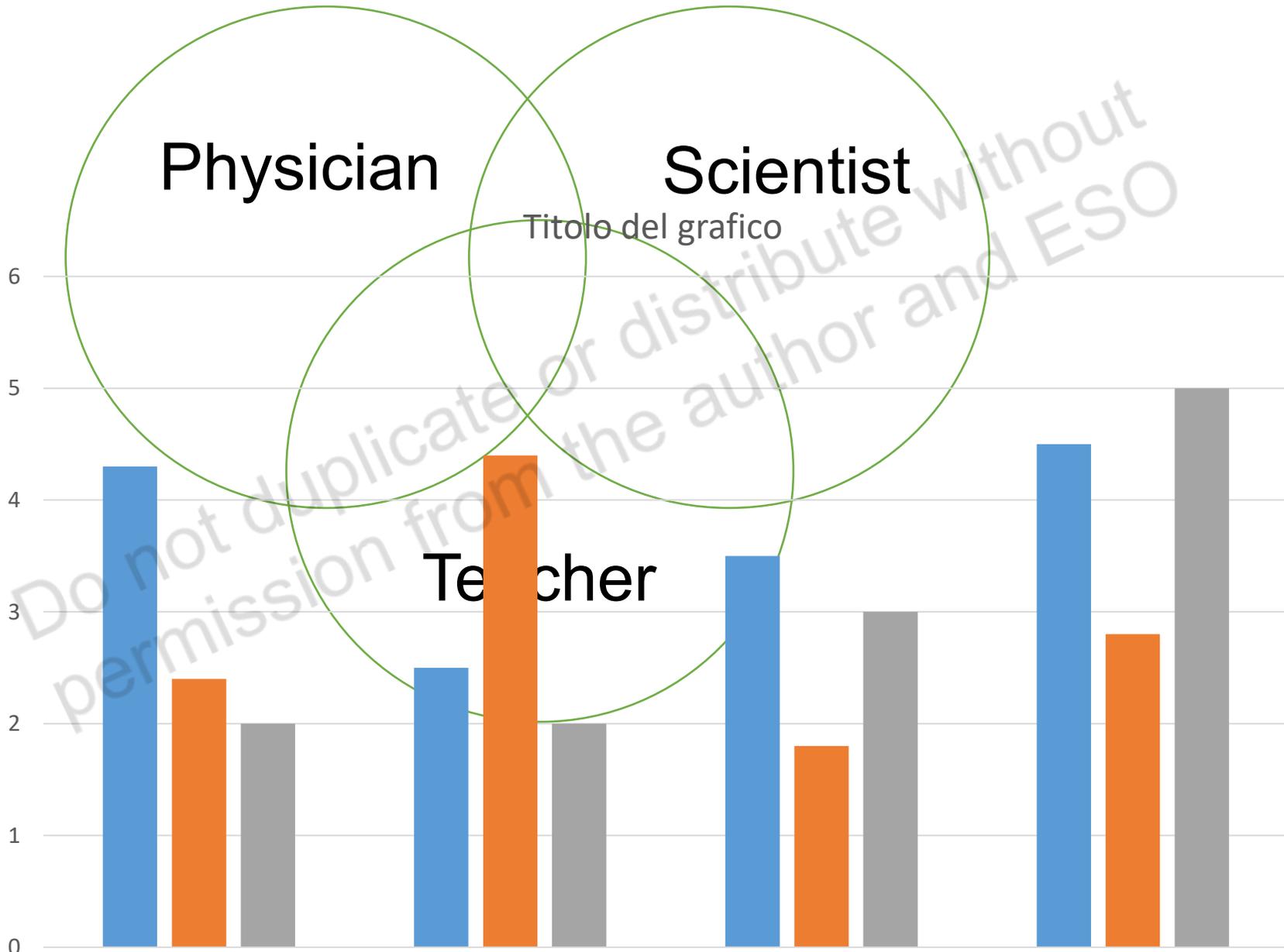
Scientist

Teacher

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Physician

Scientist

Teacher

6
5
4
3
2
1
0

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European Institute of Oncology and University of Milan, Italy



IEO:

Hospital Benchmarking Award
(6 hospitals in the world, 1 in Europe)

University of Milan:

2° university in Italy: 60.000 students

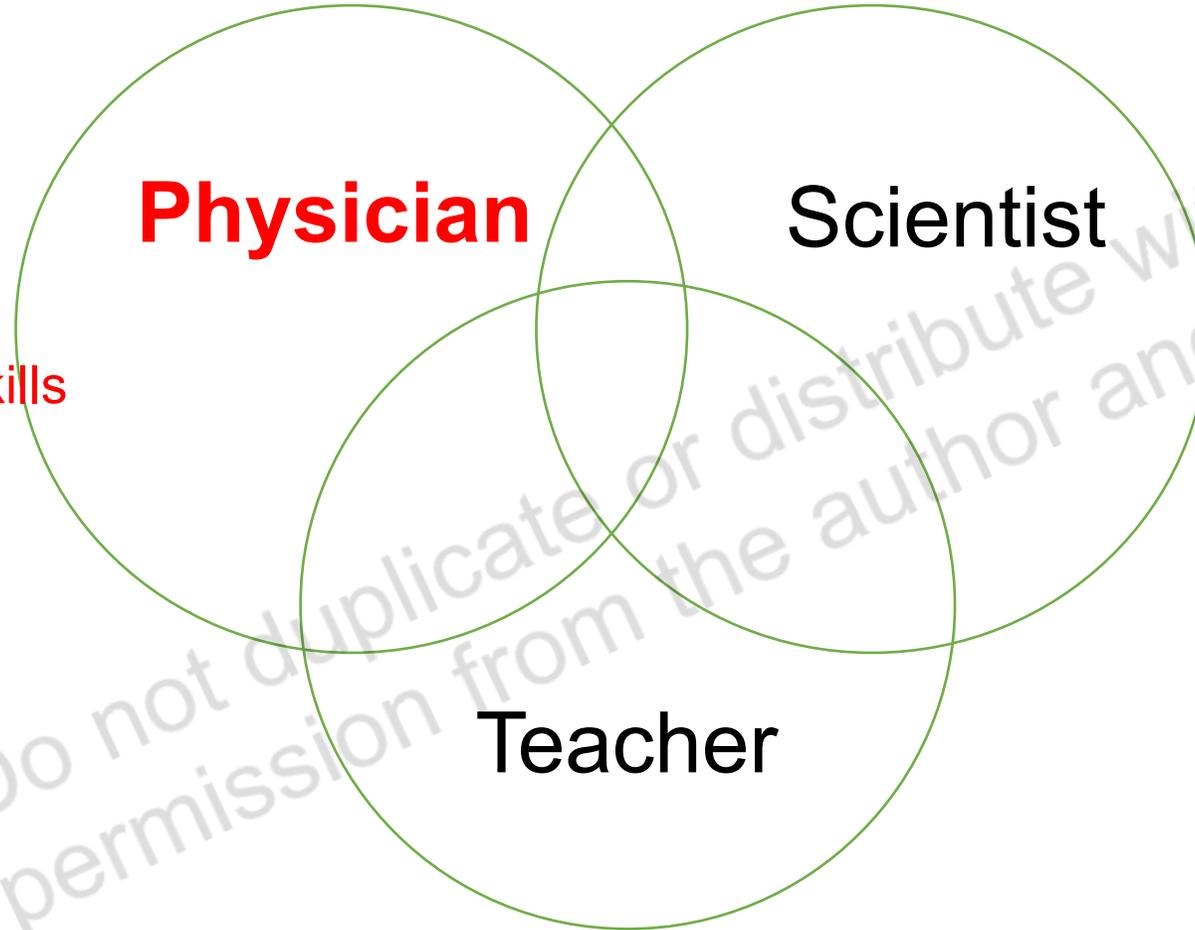


Missions and activities

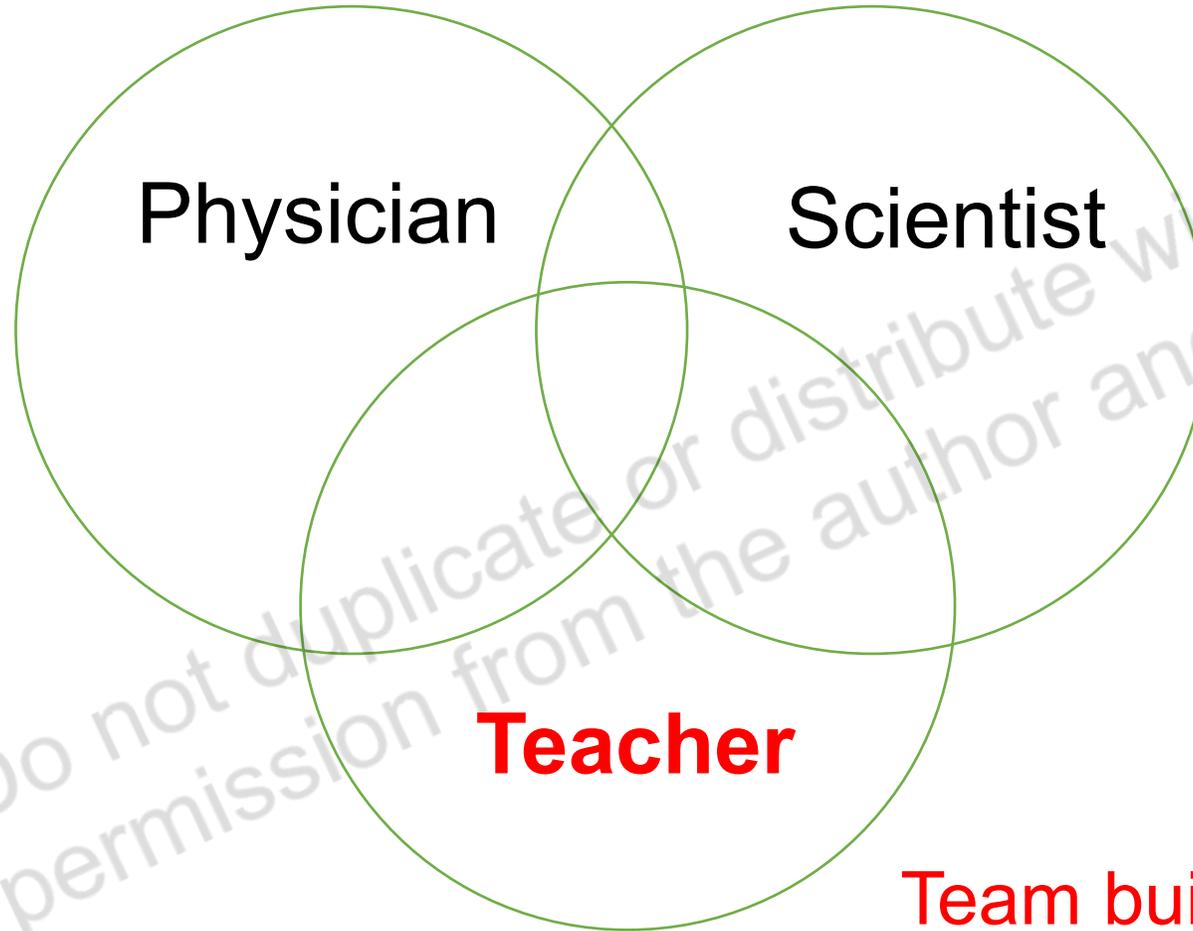
- Clinical activity
- Teaching
- Research



Competencies and skills
Communication



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Team building
Mentorship
Future generation

Pre-graduate teaching



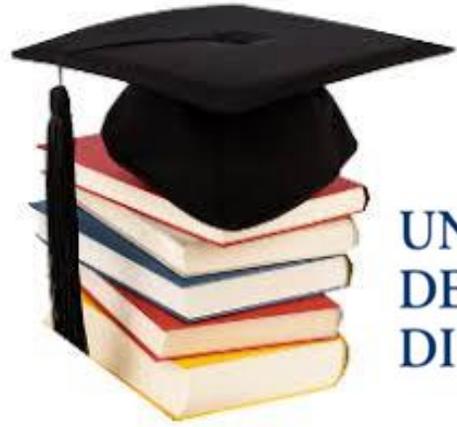
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Formal lectures

Practical exercises

MD thesis
(research project)



TEACHING ACTIVITIES

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University courses

- Bachelor in radiography, radiotherapy and medical imaging
- Bachelor in nursing
- Master degree in medicine and surgery
- Master degree in biomedical omics
- Residency program in Radiotherapy
- Residency program in Medical Physics

PhD programs:

PhD & MD PhD – computational biology track

Continuous medical education program (CME)

Observership, ESO fellowships etc.



OBSERVERSHIP and SITE VISITS in IEO



Where research becomes treatment in real time

Home » EDUCATION » IEO Education » Clinical Observer

Clinical Observer

OBSERVERSHIP AT THE EUROPEAN INSTITUTE OF ONCOLOGY

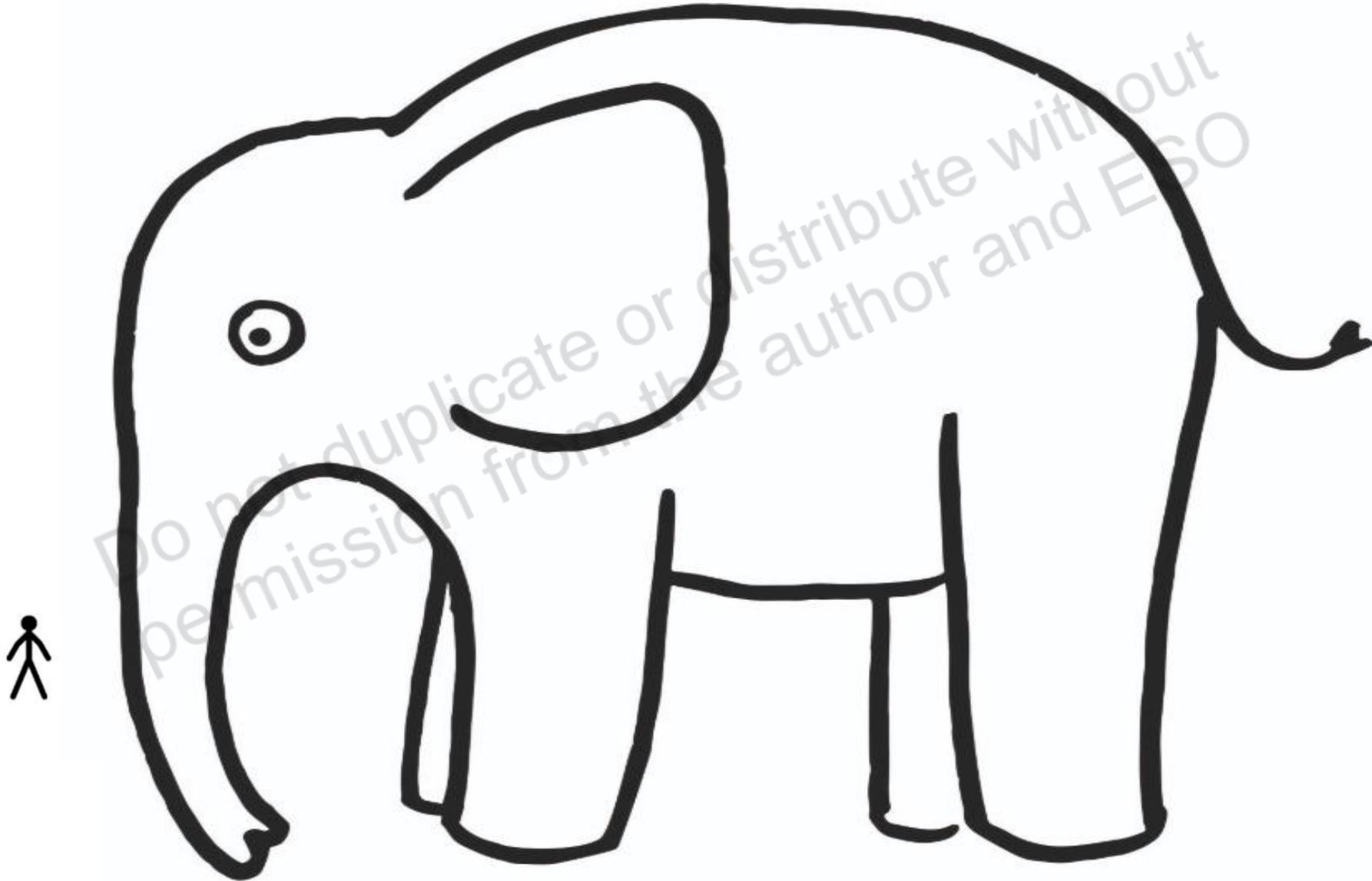
A clinical observership at IEO gives doctors the opportunity to observe clinical work and attend educational activities such as seminars and therefore does not allow any direct patient care. A clinical observer is not a sponsor physician at IEO.



International Atomic Energy Agency



Each day just a small piece...





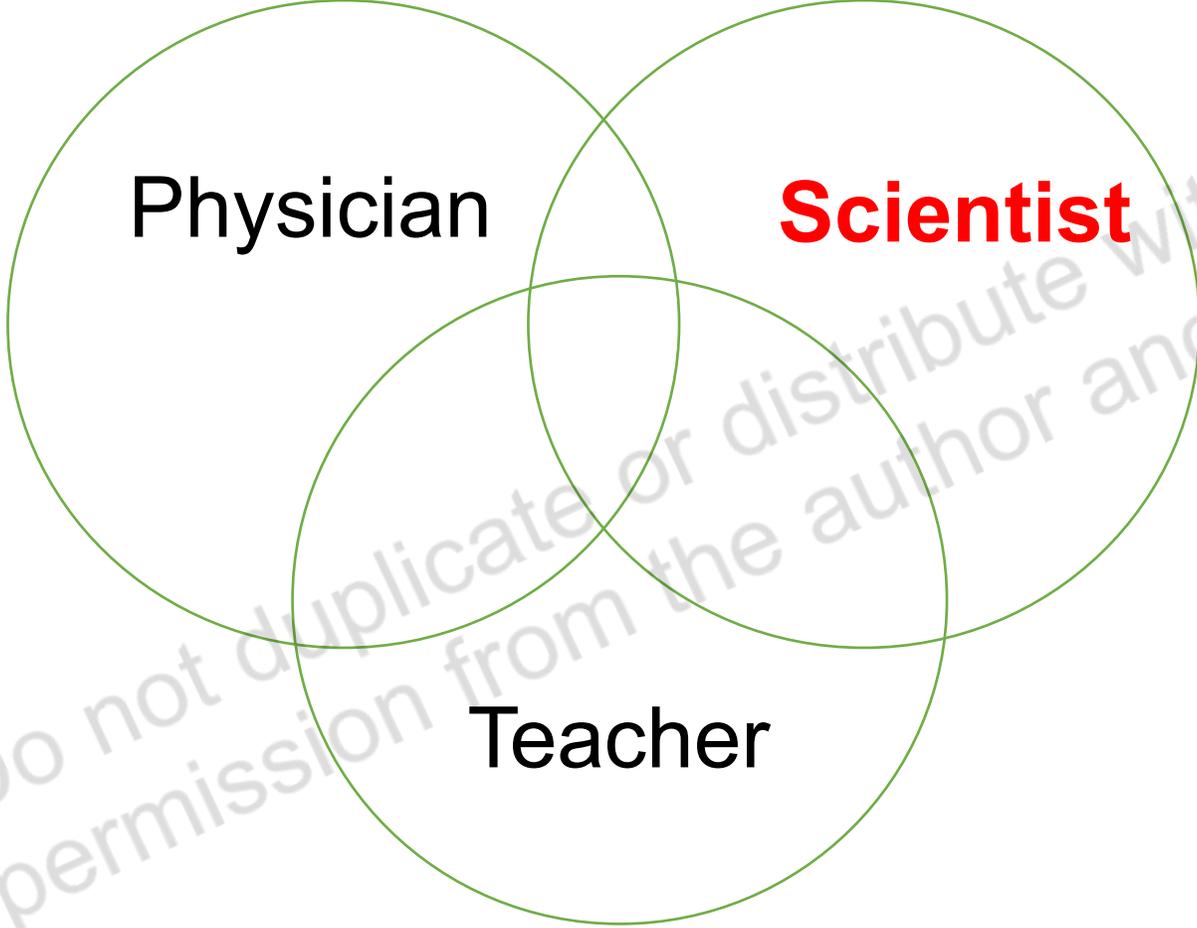
Residents in Italy:

6-18 months in any
center of excellence in
the world

XXXIII CONGRESSO NAZIONALE AIRO
AIRO2023
BOLOGNA,
27-29 OTTOBRE 2023
PALAZZO DEI CONGRESSI
Radioterapia Oncologica: l'evoluzione al servizio dei pazienti

BOLOGNA
CONGRESSO
CENTER
YOUR NEXT VENUE



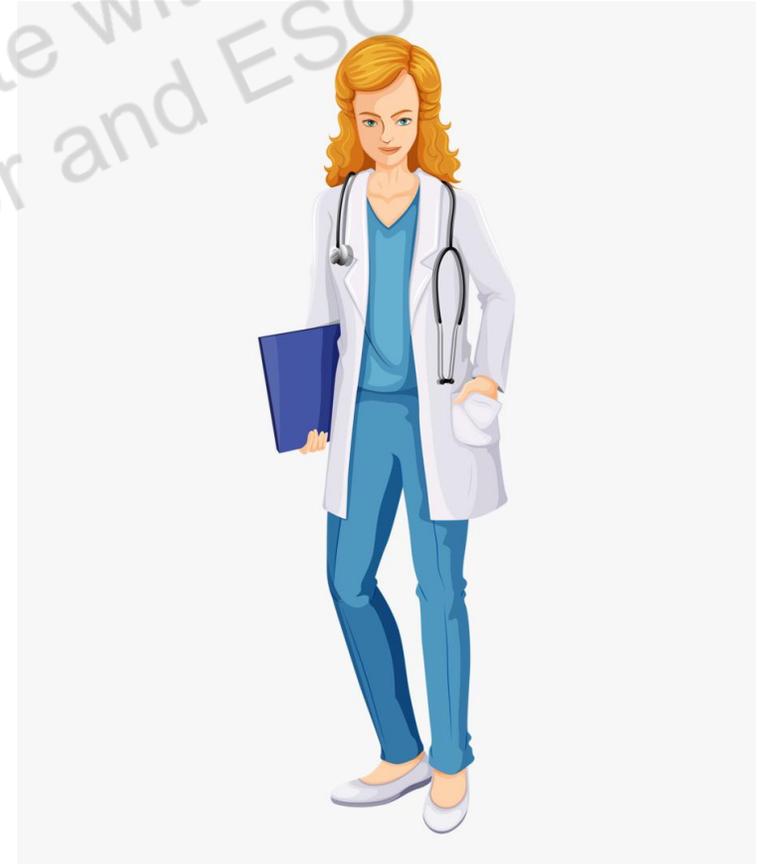


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Why research is important for a clinician?

win – win

- Professional development
- Benefit for your single patient
- Benefit for society



Why research is important for a clinician?

It develops self-discipline, precision (consciousness), creativity, problem solving and project/people management skills.



whatever you do, do it wisely and consider the end

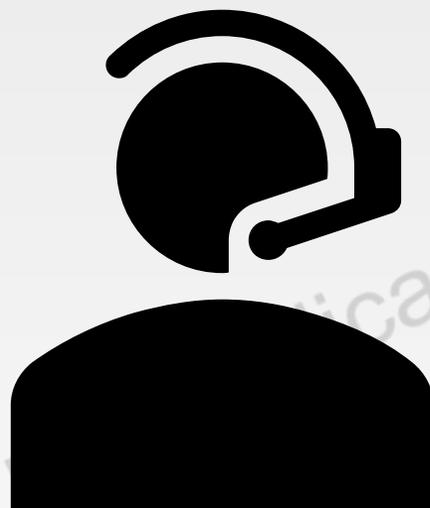


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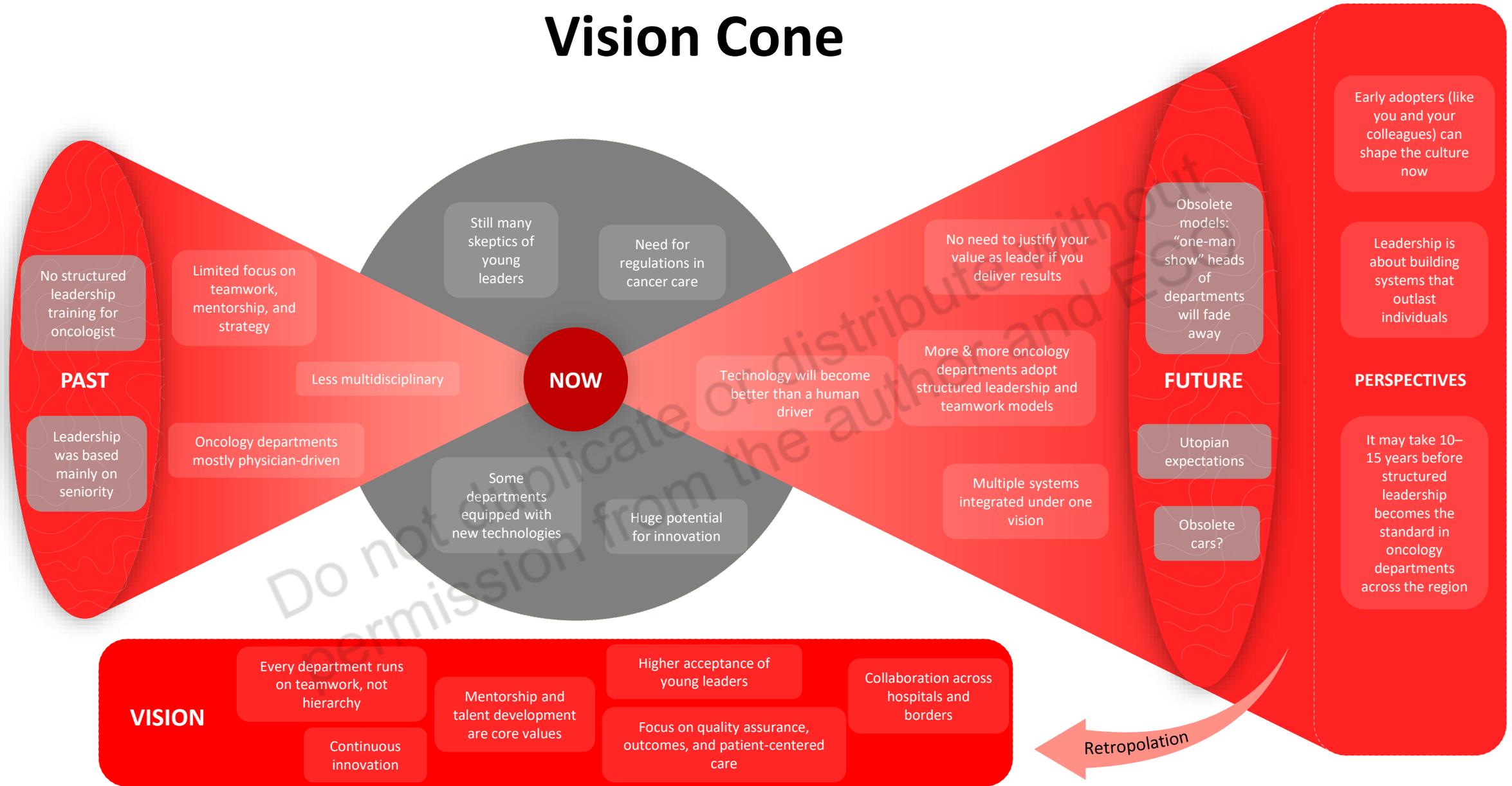
How to Become Leader

Miloš Grujić

Clinic of Radiation Oncology
University Clinical Center Kragujevac
Serbia



Vision Cone



Why are we even talking about leadership?

- Oncology is complex
- Teams are multidisciplinary
- Systems are under pressure



Leadership Is Not a Job Title

- Some Heads are not leaders
- Some leaders are not Heads



Leadership Is a Moment, Not a Position

Leadership appears when:

- Something goes wrong
- Someone needs support
- A decision must be taken

Leadership vs Position

Leader	Head of Department
Influence	Authority
Trust-based	Position-based
Emerges early	Appointed late
Shapes culture	Manages structure
Can exist without title	Cannot exist without title

How to Become a Leader

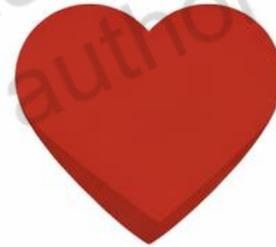
4 pillars



Credibility



Responsibility



Trust



Vision

Build Credibility

Credibility comes from:

- Clinical excellence
- Reliability
- Integrity



Don't be perfect



Be authentic

Take Responsibility Early

Leadership starts when you:

- Volunteer for difficult tasks
- Take ownership without being asked
- Solve problems instead of escalating them



Create Trust and Belonging

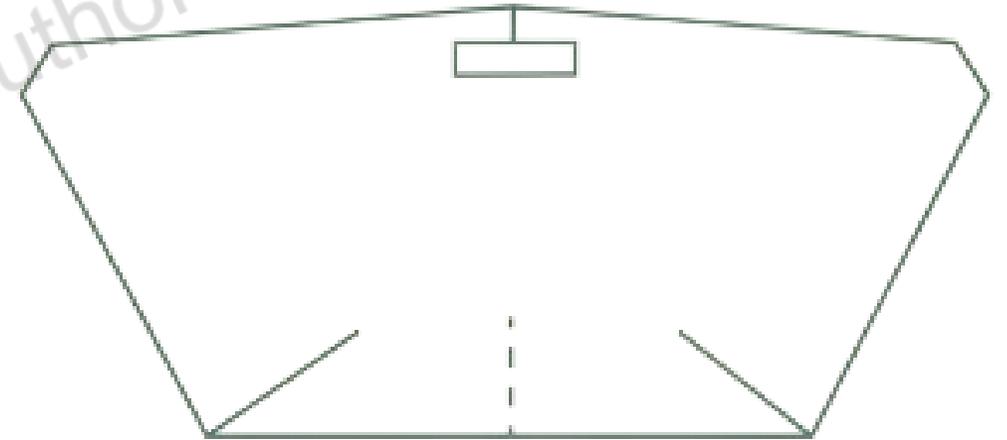
1. Empowerment
2. Encouragement
3. Support
4. Team spirit
5. Growth and motivation
6. Inspiration
7. A sense of:
 - you belong here
 - you're capable
 - you're part of something big



Think Beyond Yourself (Vision)

- Leadership builds systems
- Leadership outlasts individuals
- Culture > hierarchy

the rear view mirror is smaller than the windshield for a reason



Conclusion

Leadership Is Not a Destination

Leadership is:

- Built, not appointed
- Practiced daily, not granted once
- About people, not positions

Conclusion

The Leadership Path in Medicine

- Lead **yourself**
- Lead **your team**
- Lead **the system**

***“Leadership is not about being in charge.
It is about taking care of those in your charge.”***

Simon Sinek

Thank you for your attention!

grujicmilos10@gmail.com



European School of Oncology

European School of Oncology

Discussion

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