**Call for Applications**

Mid-career scientists face pressing career demands. As a mid-career professional who works within an academic institution, health care organization, foundation, government entity, or other setting, you likely fulfill research, clinical practice, teaching, or administrative roles. Increasingly, these roles require leadership specific skills and qualities. Stepping into leadership roles with training and guidance can strengthen your confidence and performance—and the Society of Behavioral Medicine (SBM) can help.

Recognizing leadership development as a critical member need, SBM is launching its ninth year-long Leadership Institute, andwe invite you to submit an application.

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**Institute Overview**

The purpose of the SBM Leadership Institute is to turn participant fellows into more effective leaders by fostering self-awareness and the development of leadership skills. At the conclusion of the year-long institute, both you and your organization will have benefitted. Throughout the year you will assess and deepen your inherent leadership qualities; acquire skills such as managing collaborative teams, influencing, and mentoring; connect with other mid-career professionals who share a desire to become highly effective leaders; and learn from and be mentored by leaders in the field of behavioral medicine.

* The Leadership Institute is a year-long endeavor, limited to 30 selected individuals.
* Applicants must have paid their 2025 SBM member dues by the time they apply.
* The institute kicks off with an immersive, two-day workshop that takes place prior to the [2025 SBM Annual Meeting](https://www.sbm.org/meetings/2025/), on Tuesday, March 25 and Wednesday, March 26, 2025. The Annual Meeting is March 26-29 in San Francisco, CA.
* The institute provides mentoring and coaching throughout the year.
* The cost is $1,950, including all materials, breakfast, and lunch; participants cover travel and lodging. This cost is reduced thanks to generous donations to [SBM’s Leadership Development Fund](https://www.sbm.org/support-sbm/testimonials#Leadership).
* SBM will cover the 2025 SBM Annual Meeting registration fee for accepted institute fellows (a $510 value!).
* *SBM is committed to diversity and inclusion in its leadership, membership, programs, activities and decision making. SBM defines diversity as the collective ways in which people and organizations are different and similar with respect to demographic characteristics, values, beliefs, experiences, backgrounds, and behaviors. SBM seeks to actively engage individuals and organizations representing various backgrounds to support the mission and vision of our society, and as a contributing factor to a successful leadership development experience. Women, minorities, individuals with disabilities, individuals who are lesbian, gay, bisexual, or transgender, and veterans are encouraged to apply.*

**FAQs**

**Who is “mid-career”?**

The meaning of “mid-career” varies across the range of behavioral medicine careers, hence we leave the determination to you, the SBM-member applicant. That said, the institute is most applicable to scientists with 8-20 years of work experience post-terminal degree who are assuming—or about to assume—more significant or expanded leadership roles. The institute could also be particularly helpful if you have reached your initial career goals and question whether it’s time to modify or change directions a bit—and how you might do that.

**If I’m accepted, how will the Leadership Institute help me and my organization?**

*Starting in early 2025 institute leaders will:*

* Provide you with leadership literature.
* Administer the Fundamental Interpersonal Relations Orientation™ (FIRO®). Based on social needs theory, the FIRO® will help institute fellows understand how interpersonal styles impact leadership performance.

*During the March 25-26, 2025, workshop, you will:*

* Acquire concrete leadership skills such as:
	+ Understanding your leadership strengths, style, and opportunities
	+ Having impact
	+ Managing collaborative teams
	+ Pitching yourself and your skills
	+ Mentoring
	+ Influencing and negotiating
	+ Navigating challenging situations
	+ Welcoming diversity and fostering inclusion
* Enjoy networking with senior SBM leaders.
* Become part of a small cohort that will stay connected throughout the year and teleconference with an institute mentor.
* Learn who your professional coach is.
* Start identifying a leadership project with the opportunity to present it during the 2026 SBM Annual Meeting.

*Throughout the institute year (March 2025 through April 2026):*

* Institute mentors will be available to your cohort for scheduled check-ins, helping you and your colleagues further develop leadership projects.
* Leadership coaches will be available to you for three individual (teleconference) sessions, providing one-on-one encouragement and support.

*During the 2026 SBM Annual Meeting you will:*

* Present your leadership project.
* Be honored during a reception.

**What do past institute fellows have to say about the program?**

We’ll let them speak for themselves:

*Olivia Affuso, PhD, on coaching:*

“I've had my first call with my coach and I just love her! She helped me see why I have been struggling by graphically illustrating my many commitments. My focus now is on reducing some of the workload by either stepping down or delegating tasks. I have already made some changes and can feel the difference in my work.

*Robert Newton, PhD, on workshop sessions:*

“The Leadership Institute has been exactly what I needed and more than what I expected. I immediately implemented strategies we were taught during the workshop: arranging my day, how to handle emails, and mobile phone use at work.”

*Randal Wada, MD, on building leadership skills:*

“At this stage in my convoluted career trajectory, learning about leadership is more important to me than learning about science. Thanks to the institute, I can say that I will be better at leadership tomorrow than I am today.”

*Karen Mustian, PhD, MPH, on the leadership project:*

“The end of that project culminated in me presenting an overview of our [cancer] research program to our senior [institutional] leadership and creating an ‘ask’ to grow the program. This resulted in my obtaining almost a million dollars in new support for our group.”

**2025-26 Application Form**

*Send your completed form to* *info@sbm.org* *by Monday, November 18, 2024. All questions are welcome and can be directed to SBM Senior Program Manager Andrew Schmidt at* *aschmidt@sbm.org**.*

**CONTACT INFORMATION**

Applicant Name:

Phone:

Please specify: \_\_\_ Home \_\_\_Work \_\_\_Cell

Email:

**EMPLOYMENT AND EDUCATION HISTORY**

Please include your full curriculum vitae (CV) as an attachment to this application.

**PHOTO**

Please include a professional photo of yourself. If you are accepted into the institute, this will be shared ahead of time with the other participants so you can get to know each other. If you prefer not to provide a photo, please indicate you have opted out.

**LEADERSHIP BACKGROUND**

List any significant leadership experiences to date, with a brief (<20 words) explanation of each.

**ESSAY QUESTION**

Please answer the following question, using no more than 250 words. Your essay will help us know you better so we can ensure the Leadership Institute content and format will help you develop your leadership abilities, reach your short- and long-term personal and professional goals, and make a positive impact at your organization or institution as well as in the field of behavioral medicine.

\*Describe your career trajectory to date, your short- and long-term professional goals going forward,
 and how participating in the SBM Leadership Institute will help you achieve those goals.