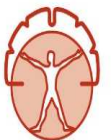




21st International Congress of Parkinson's Disease and Movement Disorders
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How to Become a Successful Movement Disorder Specialist

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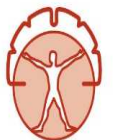
International Parkinson and
Movement Disorder Society



Learning Objectives

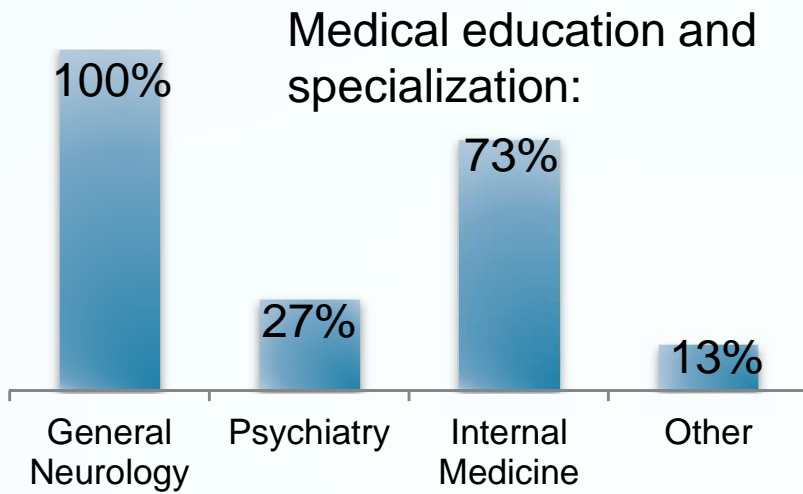
- 1. Develop a clear view of the steps needed to pursue specialization in movement disorders
- 2. Recognize the importance of searching for good mentors when pursuing specialization
- 3. Identify essential aspects of becoming an effective leader

- Disclosures: No disclosures for this presentation

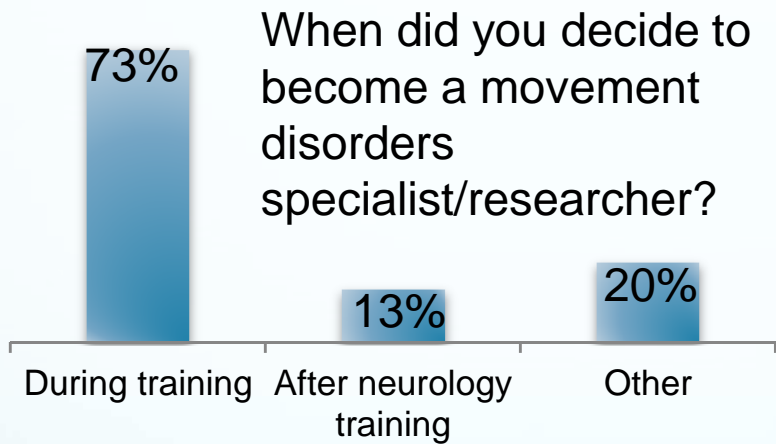
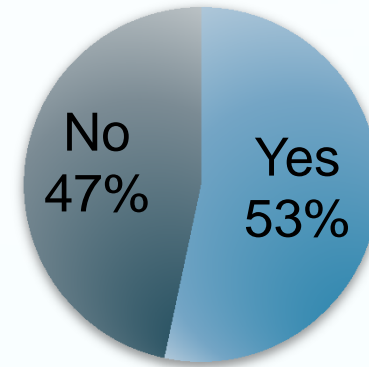


Short Survey among MDS Leaders

- 12 questions about education, training, specialisation, certification, mentorship
- Advice for young neurologists and comments
- Involvement in MDS
- **Results**
 - 16 MDS leaders from various geographical regions responded
 - All had neurology training, many of them additional internal medicine/psychiatry
 - Rotating institutions/hospitals
 - Mentorship is important



Was movement disorders training included in your general neurology training?



- Movement disorders total yrs training: 3 yrs (1-6yrs)
- Movement disorders board certification not available in experts' countries
- All had several mentors



Movement Disorder Training

- Duration: 1-6 years, app. 3 years in most countries
- Board certification: not available in most countries
- But: specialized departments and centers for movement disorders available in many countries

i.e.:

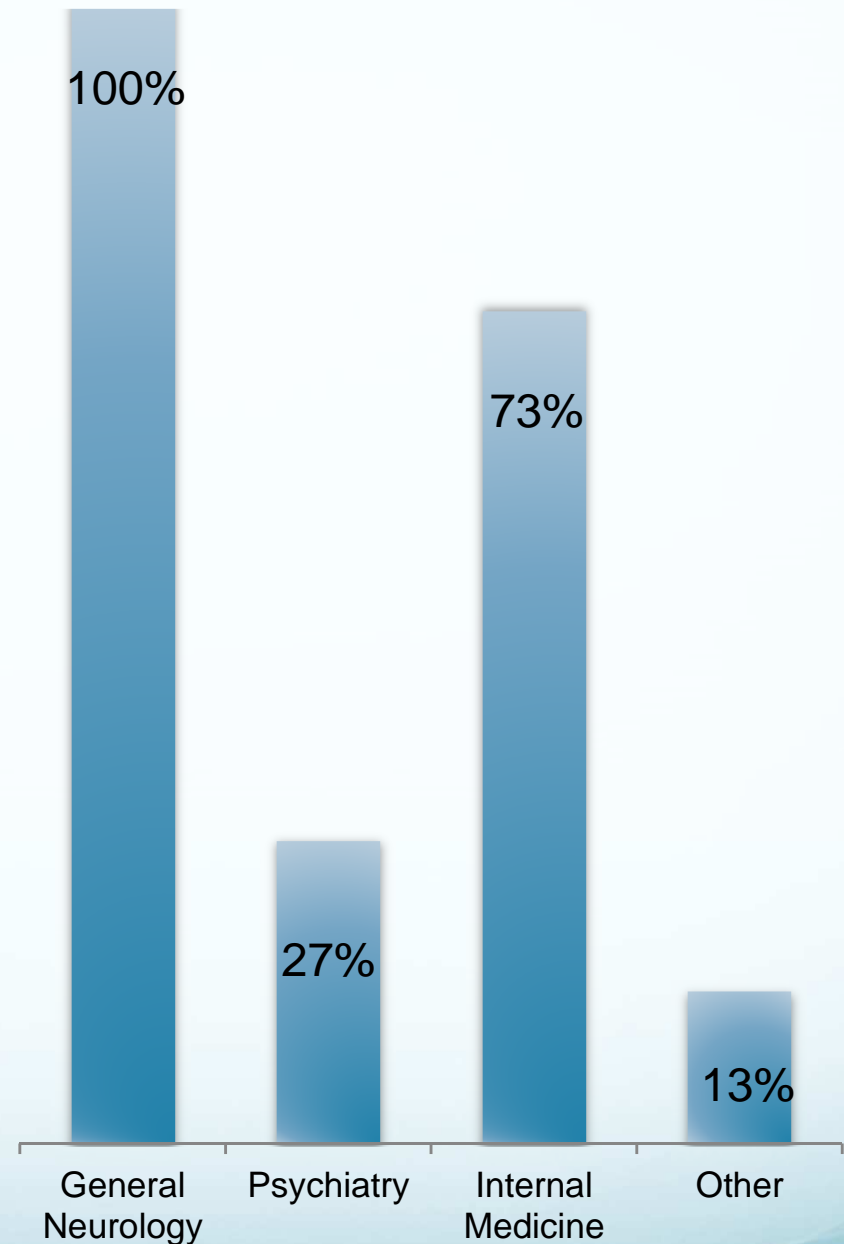
- „We had no specialisation in movement disorders, but general neurology and neurosurgery + neurointensive care as assistants in departments. Later, when I came to Tartu from the county hospital, my first supervisor in movement disorders was a neurosurgeon; we had no movement disorders neurologists then.“ (*Pilla Taba, Estonia*)

Education of MD specialists: include different sub- specialities

„ **Medical students:** learn everything in medical school. Do well in ALL courses because anatomy, biochemistry, genetics, pharmacology and physiology are not abstraction in movement disorders and you will need all this background and a commitment to staying informed.

Residents: see as many patients as you can as often as you can, because movement disorders are evolving diseases that are responsive to treatment, so follow-up evaluations are essential. If you see a patient, continue to see that patient....“

(Chris Goetz, USA)

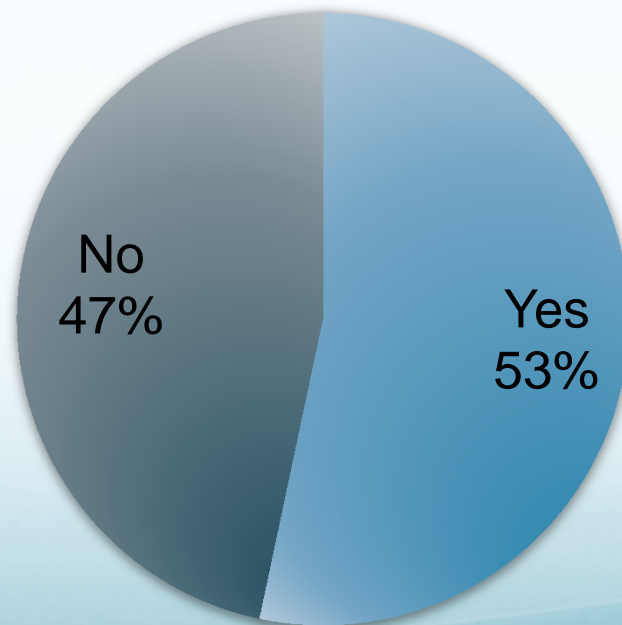


Movement Disorder Training

- „.....not formally defined in my country. I had the opportunity to work and learn in the PD out-patient clinic of the department for around 3 years (several times a month)“
- „As the hospital where I trained was not involved in PD research, I sought opportunities to learn how to conduct research in this area in another country“ (*Regina Katzenschlager, Austria*)

You can start differently, movement disorder training is not a must from the beginning!

Was movement disorders training included
in your general neurology training?



Rotating during training is important

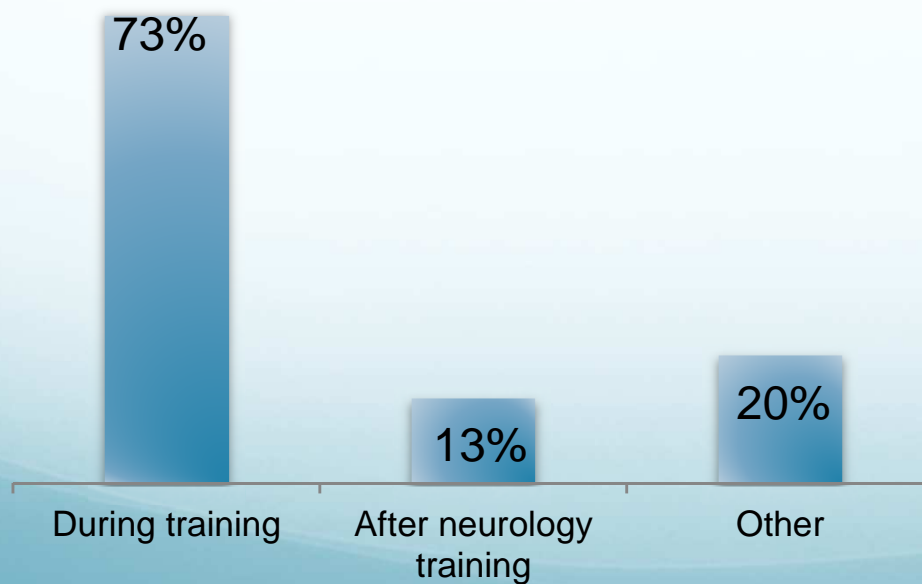
- „I trained at Rush University, Chicago, with special rotations at Columbia University, New York and Queen Square (London). I spent two years in Paris at the Collège de France (Fulbright award) and have spent sabbatical time in three other universities. For me, holding my main position at ONE university has been very important for stability of colleagues and patient material, but cross-fertilization through prolonged times in other universities has been equally important to establishing a network of international colleagues and contacts“. (*Chris Goetz, USA*)

Rotating during training or even later

- „.....Finally, to train abroad is crucial – we tend to remain embedded in our practices – some of them are excellent others not so much. To get out of this shell allows one to get a lot of fresh air that rejuvenates one’s career.“ (*Francisco Cardoso, Brasil*)
- „Be proactive - go out and look for research [projects/collaborations. Move around to get experience; Don’t stay at one institution from med student to staff.“ (*Susan Fox, CANADA*)
- *But:* Most of the leaders are staying for up to 35 years at the same place, especially in the US!

Decision to become a movement disorder specialist

- When did you decide to become a movement disorders specialist/researcher?
- Most leaders made contact with movement disorders during training.....

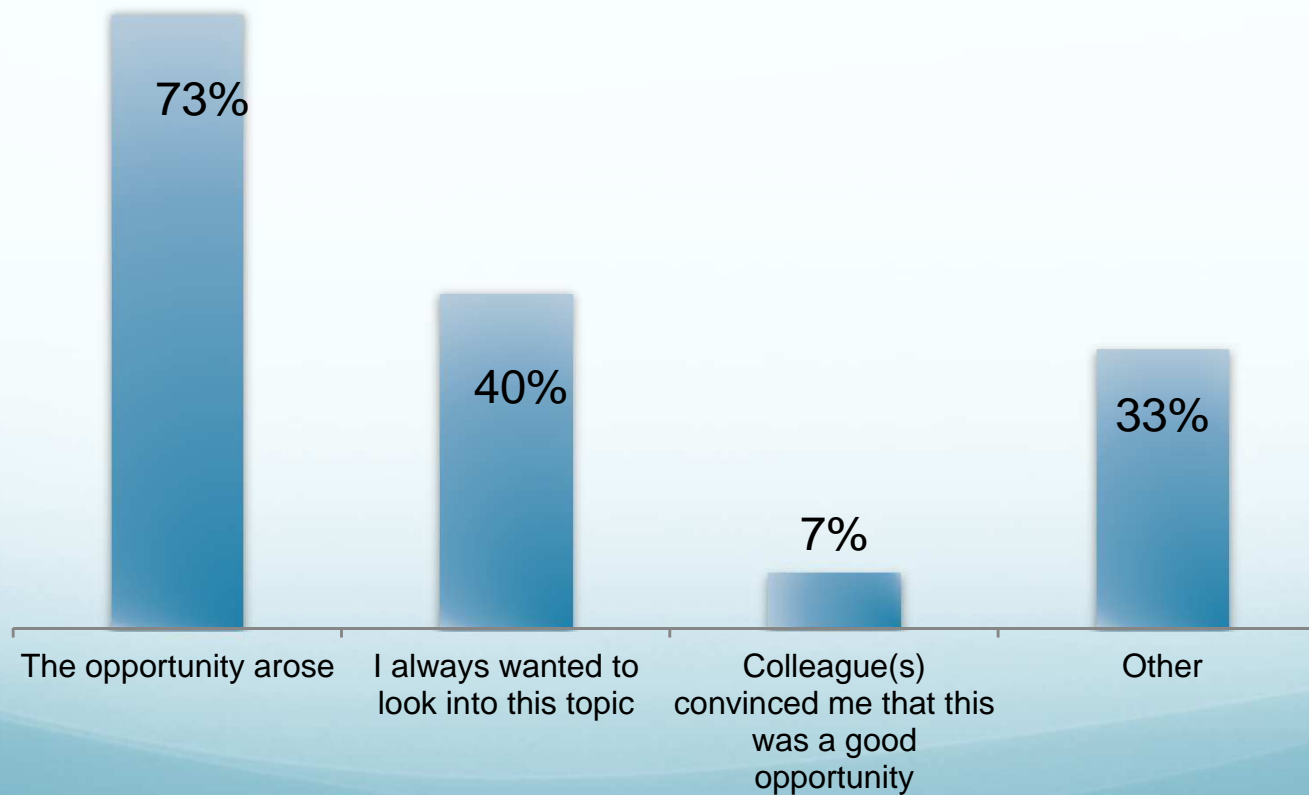


If you are decided, be persistent!

- „Do what interests you the most even if it is something that other people find less interesting or worthwhile.
- When I first mentioned to my clinical supervisor in Germany that I had an interest in genetics, the answer was that ‘one should not do genetics in Germany’. While I am of course aware that this was a well-meant piece of advice in light of the atrocious German history, I am grateful that I was able and supported to do exactly genetics which has now turned into an important diagnostic tool and is just starting to also provide first causative treatment options for our patients“.
(Christine Klein, Germany)

.....but the reasons for selecting movement disorders may be arbitrary!

- I selected my research topic(s) because:



Take your chance!

- Some of you may have a favorite topic – but the majority of people take the opportunity when available – and become successful!
- **Sometimes you love what you do, when you do it!**
- „By chance, my first day of neurology training was also the first day of Wolfgang Oertel (as Assistant Professor) and Tom Gasser as resident in the Dept. Neurology of the University Hospital in Munich. Wolfgang Oertel „recruited“ Tom and me for his Parkinson Clinic....that’s how it happened! *(Claudia Trenkwalder, Germany)*

Advices to give:

Work hard, listen to patients, start writing

- „Work hard, be willing to learn and grow, make the most of every opportunity.“ (*Louis Tan, Singapore*)
- „Always listen to the patients, find a good mentor, and start writing since the beginning. Avoid isolation, create a net of collaboration, be generous with the youngest colleagues and promote databases as soon as possible“. (*Marcelo Merello, Argentina*)
- „I can only advise clinicians: be observant, listen to patients and pay attention to detail in your physical examination.“ (*Werner Poewe, Austria*)
- „If you see a patient, continue to see that patient even if you have left a movement disorder rotation for another clinic or service“. (*Chris Goetz, USA*)

Mentoring

- How important is mentoring?

VERY IMPORTANT

- According to our survey:
 - All MDS leaders had mentors
 - Many of them several ones

Mentoring

- „Most of the success I have had has been with mentorship of one form or the other. In some, it was mentorship specific to research, in others, provision of opportunities both scientific and administrative, and finally overall mentorship regarding prioritization“. *(Cindy Comella, USA)*
- „Start with sound clinical training, identify and try to work at centre with someone who you would like to be a mentor“. *(Victor Fung, Australia)*
- “Get a good mentor; do not rely upon training in a single centre; question dogma!“ *(David Burn, UK)*

Different Types of Mentoring

- 1. „A good mentor (**as the boss**) involves a junior researcher in the development of projects and ideas, assigns daunting but just about manageable tasks and lets them shine in the knowledge that it all reflects on his or her own institution or research group.
- 2. A good mentor who is **not one's boss** may involve a junior researcher in collaboration and may recommend them, e.g. as speakers, as clinical study centre PI, or for positions in national or international societies.“
(Regina Katzenschlager)

Several mentors can master different areas

- „Professor David Brooks who inspired me to become a movement disorders specialist, Professor Stan Fahn who showed how a clinician can also master basic science, Professor Kurt Jellinger for truly trying to master the complexity of Parkinson’s disease. Professor Peter Jenner for inspiring me in clinical pharmacology and its real life effect.“ *(K.Ray Chaudhuri, UK)*



Take
opportunities..



.. and network
with colleagues
and possible
mentors.

Look out for the best collaborations in clinic and research

- „ Seek out the best researchers in your field that you can possibly approach and try to learn from them – ideally, by directly working with them.and make all efforts to actually work in the inspiring environment of excellent centres (I´m aware that there are practical limitations to this ideal scenario, including depending on where you live, but try to identify the best realistic choice). Collaboration with excellent centres is the basis of continued success“. (*Regina Katzenschlager, Austria*)
- „1. Find mentors for each aspect of your career. 2. Seek out collaborations. 3. Be open to new opportunities, learn new things, and go outside of your comfort zone.....“. (*Cindy Comella, USA*)

3. Identify essential aspects of becoming an effective leader

- One example:



How Leaders Inspire: Cracking the Code

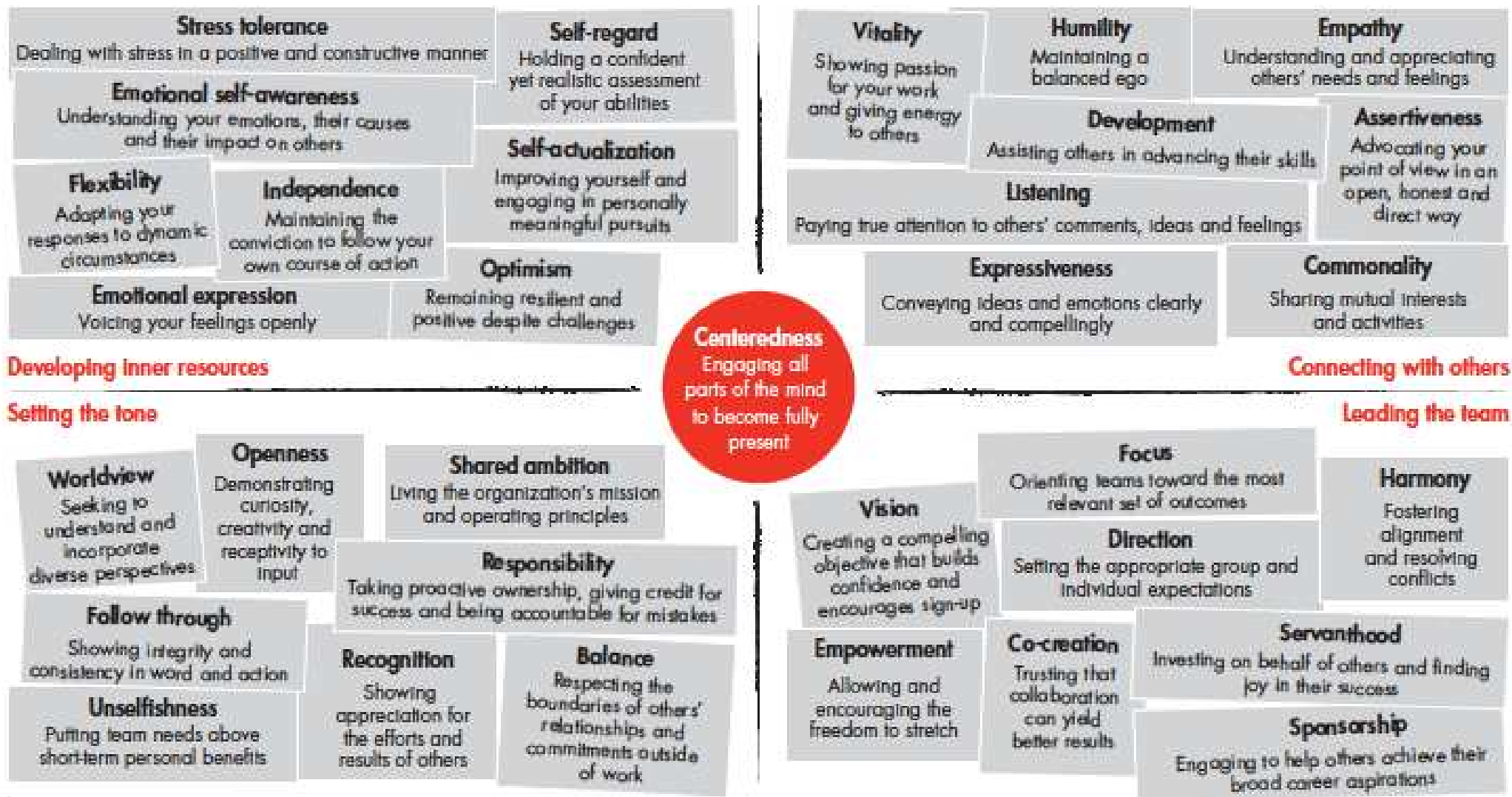
An analytical approach to inspirational leadership

By Mark Horwitch and Meredith Whipple Callahan

To understand what inspires people, we surveyed all employees, not just formal leaders or HR experts. Why? People at all levels of an organization seek inspiration. **It's the collective voice.... that matters in validating which characteristics are inspiring, not what leaders say they do or what human resources managers assert is important.**

Mark Horwitch is a partner with Bain & Company, and he directs Bain's leadership programs. Meredith Whipple Callahan is a senior manager with Bain's leadership group. They are both based in San Francisco.

Figure 1: Inspirational Leadership model



Most exciting results: the power of authenticity

The key developmental insight from these findings is that an individual can increase his or her inspirational leadership ability by excelling at just a handful of intrinsic strengths and converting weaknesses to neutral. On average, investing in adding a distinguishing strength is one and a half times more powerful at building inspiration than neutralizing a weakness.

That finding underscores the power of authenticity: No combination of strengths is statistically more powerful than any other. Inspirational leaders come in many varieties.

By Mark Horwitch and Meredith Whipple Callahan

MDS provides impact on education, research, leadership – and friends!

- „The MDS has had tremendous impact on my career including practice, research and leadership. The MDS has provided me with opportunities to increase my knowledge through the congresses, meetings and more recently web-based programs“. (*Cindy Comella, USA*)
- The MDS congress is the highlight of my academic year and has always served as the main place and time for me to meet with international colleagues. The Journal(s) are my main source of reading and publishing. (*Chris Goetz, USA*)

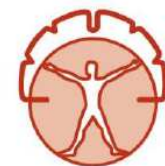


MDS Symposia: Invite speakers, meet leaders, turn names into faces and people

- „....Broader, it (MDS) has been for a basis of educational activities in movement disorders in Estonia, as these contacts have realized in research collaborations, many educational meetings in our country with invited speakers, and along with this, clinical consultations of complex cases.“
(Pille Taba, Estonia)
- „My very first congress I ever attended was the 1996 MDS Congress in Vienna. It was this amazing experience when all of the names I had written and heard about turned into faces and people“. *(Christine Klein, Germany)*



IPMDS Supports Young Specialists to Become Leaders: the LEAP Program



Enthusiasm needed – regardless of reward

- „.....most successful movement doctors I know are in love with the field regardless of the difficulties we face: many devastating diseases, therapeutic limitations, relatively low financial reward and so on. We'll just be able to succeed and thrive and remain motivated if we really love the area.“ (*Francisco Cardoso, Brasil*)
- incorporate research as part of clinical practice/career, emphasize enjoyment of career rather than targeting specific achievement financial or academic “goals”.

Enthusiasm and Persistence in the Field

- „Pursue what interests and excites you. Don't take the easiest or simplest path; important career opportunities will often require a greater investment of time and some hardship or inconvenience“. (*Tony Lang, Canada*)
- „Do what interests you the most even if it is something that other people find less interesting or worthwhile.“ (*Christine Klein, Germany*)
- „Need to have passion for the field and to have right motivation to improve patients' lives.“ (*E.K.Tan, Singapore*)

Don't forget your own wellbeing....

- „Be curious, learn something every day, make contacts if you need the help of experienced colleagues, and find a reason to feel happy – it makes you positive.“ (*Pille Tabla, Estonia*)
- „Find trusted friends in the society who share your interests, have a sense of humor and enjoy a good bottle of wine.“ (*Cindy Comella, USA*)
- „*Don't trust people, telling you to make choices between family and carrer: You can and you should have both! Don't forget the most important things in life...*

....and your own family!

Free IPMDS membership for
all students, residents and
trainees!
Apply today and be a member
tomorrow!



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