



PRESIDENT'S COLUMN

A YEAR IN REVIEW

Giselle Corbie-Smith, MD, MSC, President, SGIM

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I have been incredibly honored to serve SGIM as your president. SGIM has given me so much since I became a member in 1996, so I am grateful to have had the opportunity to give back in this way to my professional home. Over this last year, I've been fortunate to be surrounded by SGIM staff and leaders

who have supported me and the challenging work we have undertaken. I want to express my sincere gratitude to each of them for their commitment and engagement. None of what we have accomplished together this past year would have been possible without each of you, so thank you.

Our current political and social landscape is changing quickly and unpredictably. In the midst of the turbulence in our profession and in our country, we decided to take this time to clarify our vision, refocus our mission, better understand our organization's capacity, and identify how we may capitalize on our collective strengths. I hope the hard work of this year will put SGIM in a better position to serve our members and address issues at the forefront of our field in the coming years. This year has been a time of active reflection, planning, and gearing up for forward momentum. This would not have been possible without the incredible hard work of council, staff, and members of our organization.

In my final column, I want to take a moment to reflect on and celebrate the following accomplishments of SGIM this past year:

Pyramid Communications Audit: We started the year with an organizational assessment by an outside firm. Feedback from the assessment highlighted positives and identified opportunities for SGIM to come into better alignment enabling us to leverage our strengths

as a professional society. The audit recognized the extremely strong foundation that SGIM has upon which to build, highlighted important strengths of SGIM, and commended our commitment to equitable care of our patients. Opportunities for strengthening the organization included the need to refine our organizational priorities and sharpen our focus. We needed a more clear articulation of our "true north" (why we exist) and increased intentionality in how we deployed organizational resources. As a result, we undertook several efforts which I have summarized below.

Vision, Mission, and Values: We worked to clarify our statement of our WHY. Eric Bass, our CEO, guided Council and Staff members through a comprehensive and iterative process in which we collectively reviewed and revised our mission (*Revised: Be the professional home for innovators and scholars in academic general internal medicine leading the way to better health for everyone*), vision (*Revised: A just system of care in which all people can achieve optimal health*), and values statements.

Strategic Planning: With a clearer vision and mission, and a renewed commitment to our values, we articulated four broad organizational goals and strategic priorities for the next five years of our organization:

1. Foster the development of future leaders in academic general internal medicine
2. Catalyze and disseminate innovations and scholarship in high-value, evidence-based, person-centered, population-oriented approaches to improving health

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3. Advocate for our vision of a just health system that brings optimal health for all people
4. Ensure organizational health and a thriving SGIM staff.

We also developed a set of metrics and targets by which we can judge our organization's progress toward meeting our goals.

Staff and Leadership

Engagement Commitments:

Together, SGIM staff and Council prioritized a draft set of commitments for our joint work and decided these guidelines should be used across the organization to bolster the shared understanding of the importance of our partnership. In SGIM, we are lucky to have not only an amazingly talented staff but also dedicated, passionate members who are excited and committed to the work we do as an organi-

zation. The strong level of passion and commitment provides the supporting structure for our work together.

Financial Sustainability and

Growth: One key organizational goal is ensuring SGIM continues to have the fiscal resources needed to thrive and grow. Mark Schwartz led us in taking stock of our financial health and identifying opportunities not only to sustain us as an organization but also to grow while remaining focused on our "true north".

Career Development Planning:

We have outstanding content in our career development opportunities to which many of you have contributed and for which SGIM has become known. We are currently identifying the core components of our offerings, recommitting to the

efficient way these programs are supported, harmonizing cross-program evaluation and identifying synergies across programs to better serve the professional growth of our members. While this work will happen over a longer trajectory, the end result will be to ensure coordination and synergy in the pedagogical approaches and logistics of implementation.

It has truly been a privilege to work alongside you over this past year to build a stronger organization for future generations of generalists. I continue to be inspired by the devotion and passion of SGIM staff and members. I'm excited that our work over this last year will provide SGIM a strengthened foundation upon which we can move boldly toward our vision of a just and equitable system of care for our patients.

SGIM