

### Michigan Medicine Leadership in Crisis - Interview Guide

1. What is your leadership role at Michigan Medicine? Have your role and responsibilities changed during the COVID pandemic?
2. What, if any, previous experiences do you think informed your leadership throughout the pandemic crisis?
3. Have you had any formal training in crisis management? If yes, please describe? Was it helpful? If no, do you wish you would have?
4. What communication skills or techniques have been most effective to communicate with your staff amid so much uncertainty? If applicable, where or when did you learn these skills?
5. Can you give me an example of a leadership decision you have made in these past several weeks you are proud of? What about one that you would have done differently?
6. What would you recommend to rising leaders, say a medical student, to best prepare themselves to lead during a crisis?
7. Is there anything further you would like to add about leadership during crisis that we haven't already discussed?

*Additional Questions to Consider:*

8. Have you identified any *emerging leaders* that this crisis has unveiled? If so, who?