KICC 2026 Pre-Conference Workshop

Title: Building the Next Generation: Leadership, Mentorship and Career Development for Oncologists in Africa
Date: 18 November 2026
Venue: Sarova Whitesands Hotel, Mombasa
Proposed Format: Full-Day Interactive Workshop

Audience: 30-60 oncologists/hematologists/Oncology Professionals (all career stages: fellows/trainees, early-career, mid-level, senior; mix of academic, community, clinical, and global perspectives)

Format: Highly interactive (≤20% didactic, ≥80% engagement through small-group work, role-plays, peer coaching, discussions, and networking)

Facilitators:

- Frederick Chite Asirwa MD
- Professor Nicholas Abinya MD
- Professor Mansoor Saleh MD
- Thomas Odeny, MD, MPH, PhD
- Gladwell Kiarie MD
- Catherine Nyongesa MD
- Shahin Sayed MD
- Miriam Mutebi MD

Overall Goal: Equip participants with practical tools for leadership identity, effective mentorship/sponsorship, intentional career planning, difficult conversations, and systems-level impact in oncology/hematology – while building cross-generational networks and psychological safety.

Key Design Principles

- Cross-generational mixing for mutual learning (senior + junior pairings/groups).
- Real oncology/hematology scenarios (e.g., trial misconduct, burnout, resource shortages, global disparities).
- Embedded networking and action commitments for sustained impact.

- Minimal passive lecturing; emphasis on vulnerability, ethical reasoning, systems thinking, and practical application.
- Alignment with professional societies: Ties to KESHO, AORTIC, ASCO Leadership Development Program, IASLC, ASCO/ASH mentorship initiatives, and ESMO Virtual Mentorship Programme.

Sessions	Topics	Key Highlights	Proposed Speakers
8:30–9:15 AM	Opening: “Who Are You Becoming?” – Leadership Identity Mapping	• Establish vulnerability, psychological safety, and cross-level connections. • Individual reflection on cards: Why oncology? 10-year impact? Leader I'm becoming? One leadership fear. • 5-person table discussions → each table shares one theme. • Facilitator debrief : Normalize anxiety in an emotionally demanding field. • Last 5 minutes : Fill in individual development plan (IDP) section 1 (leadership identity, values, vision, honest fear)	
9:15–10:00 AM	Session 1: Leadership in Oncology – Beyond Titles	• Clinical/academic/systems leadership; positional vs. influence; technical vs. moral authority; burnout risks; 3 archetypes (Academic Builder, Systems Architect, Global Impact Leader). • “Leadership under Fire” exercise: 5-10 groups of 6 tackle real crises (e.g., toxic faculty, trial misconduct, gender inequity, drug shortages, media scandals). Group's answer: Real problem? Values at stake? First 72 hours? Long-term fix. 3-min reports. • Debrief: Ethical reasoning, courage, values-based decisions. • Last 5 minutes: identify one leadership gap and fill it in IDP section 2	
10:00–10:30 AM	Coffee Break		

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10:30 – 11:45 AM	Session 2: Mentorship vs Sponsorship in Oncology	• 15-min framing: Distinctions (mentor = guidance; sponsor = opens doors; coach/advocate roles); why trainees plateau; under-sponsorship of women/LMIC oncologists; informal mentorship failures. • 45-min Live Mentorship Mapping: Draw 3 circles (Clinical, Academic, Personal Resilience); list mentors/sponsors/gaps. Pair (senior + junior preferred) to discuss missing elements/avoided conversations. • 15-min Fishbowl: 5 seniors in center share mistakes/failures/sponsors; audience rotates in to ask questions. Normalize imperfection. • Sponsorship activity: Name one person you will actively sponsor in the next year, and describe one specific door you will open for them. • Last 5 minutes: complete 3-circle mentorship map if not already completed, as part of IDP	
11:45 – 12:45 PM	Structured Networking Lunch: Cross-Level Speed Mentoring	3-6 seniors at tables; participants rotate every 15 min. Prompt cards: Subspecialty choice? Career derailers? Resource negotiation? Family protection?	
12:45 – 14:00	Session 4: Designing Your Oncology Career Strategy	• 15-min mini-talk: Common mistakes (yes to everything, no niche, no plan, title chasing, financial illiteracy); introduce 3-C Framework (Competence, Credibility, Capital). • 45-min “Your 5-Year Blueprint” worksheet: Clinical niche, research direction, differentiator, leadership goal, 3 key relationships, 1 skill to master, 1 habit to stop. Peer feedback in groups of 4. • Walk-around prompts: What makes you irreplaceable? Why invest in you?	

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14:00 – 15:00	Session 3: Difficult Conversations in Oncology Leadership	• Role-play format: Volunteers enact scenarios (e.g., feedback to underperformer, plagiarism confrontation, protected time negotiation, addressing burnout/discrimination). • Observers use checklist (clarity, EI, power dynamics, respect). Rotate actors. • Debrief: Direct ≠ cruel; kind ≠ vague. • Last 5 minutes : Fill in IDP section with one specific difficult conversation you plan to have within 90 days, and how you plan to do it.	
15:00 – 15:30	Afternoon Break		
15:30 – 16:30	Session 5: Leading in Global Oncology & Systems Change	• 15-min framing: Political nature of cancer leadership; gaps in Africa/Asia; implementation science; regional centers of excellence. • 45-min “Build a Cancer Center” challenge: 3-6 groups of 10 design $20M LMIC regional program (workforce, mentorship pipeline, research, quality metrics, governance, sustainability). 5-min pitches; facilitator as “funding chair” asks tough questions (talent retention, corruption, post-funding viability). • Last 5 minutes : Fill in IDP section on one institutional or systems-level contribution you will make (not just individual career goals)	
16:30 – 17:00	Closing: The Leader’s Commitment	• 20-minute structured IDP peer review (in pairs, exchange IDPs, give each other feedback. Feedback prompts: what’s the boldest thing in this plan? What’s missing? What will you hold this person accountable for? Then pair makes verbal declaration and exchange contacts for follow-up • At 6 months, send your IDP partner an update (May 2027).	