



The Healthcare She Suite

Meet the SHE Suite Leader Profiles

The Healthcare She Suite was created to allow leaders to connect across industries, disciplines, departments, and health systems. Each month, we will highlight one of our She Suiters to make connections and introduce you to the exceptional female leaders who make up the Healthcare She Suite. While the Healthcare She Suite may focus on healthcare leaders, we recognize the value that all female leaders bring to the She Suite. You will be learning from and connecting with the best of the best!

Time for a Flu Shot

Did you know Influenza Vaccination Week is in December? If you have yet to receive your annual vaccination, no longer delay. No one wants the flu in their Stocking!



Dr. Sue Mashni "SHE" PO - Mount Sinai Health System

The She Suite has some outstanding members. Starting this month, we will recognize one of these members monthly to encourage connection and foster mentorship. Our first highlighted leader is a long-time friend and mentor of Teresa Ash. Let's get to know Dr. Sue Mashni!



Dr. Mashni is Mount Sinai Health System's first SVP of Pharmacy and Chief Pharmacy Officer. In this role, Dr. Mashni oversees over 600 FTEs in Pharmacy across eight hospitals, an ACO pharmacy group, an ambulatory pharmacy team, three specialty pharmacies, several retail pharmacies, a 340b team, Mount Sinai Home Infusion, and the management of several PBM relationships, including MSHS employees and the World Trade Center Fund.

Sue is also an Associate Professor at the Icahn School of Medicine, a member of the IRB, and helps provide leadership for a busy investigational drug pharmacy service. Dr. Mashni came to Mount Sinai in May 2018 and quickly established a corporate pharmacy team that includes clinical, operations, 340B, contracting, business development, and specialty pharmacy development. With a dedication to increasing pharmacists' involvement in providing care to the poor and underserved communities of NYC, Sue added Pharmacy Residents to the volunteer staff of the East Harlem Health Outreach Clinic, offering clinical services and free medications through the Dispensary of Hope at the Mount Sinai Retail Pharmacies. The Sinai Pharmacy team also offers NYC's first pharmacogenomics testing and counseling program. It provides award-winning disease state management and remote patient monitoring with the newest offerings in virtual medication management.

Leadership Corner

Once again, the Holidays are upon us, and many of us are focused on gifts. Let's discuss a gift many do not consider: The gift of failure...

While no one likes to fail, we often learn our greatest lessons from failures. The current *Forbes* article identifies ["13 Effective Ways for Leaders to Embrace Failure as Opportunities"](#).

One of the most effective methods to deal with failure is to consider it feedback.

Leaders know that feedback is a gift, and failure is a gift! So, She Suiters, consider it a gift the next time you work through a failure!

How have you used the gift of failure?

Sue is a member of Epic's Pharmacy Board, the Premier and Dispensary of Hope National Pharmacy Committees, Long Island University College of Pharmacy, and the University of Cincinnati College of Pharmacy. She lives on Long Island with her husband of 35 years and enjoys the titles of Momma Sue and Grammy Sue the most.

Dr. Mashni is passionate about leadership development, especially the development of female leaders. Her advice for female leaders early in their journey? Do not lose your passion, ask for mentorship, and do not let those who do not belong in leadership discourage you. She reminds all leaders that this journey should be enjoyed, so be patient, don't take things personally, and enjoy the climb! She further shares that her experience indicates female leaders are more empathetic, possess high emotional intelligence, and are more likely to use life experiences to solve problems. Dr. Mashni reminds us to leverage our sisterhood and EQ to move mountains.

[Mind Your Step & Avoid the Glass Cliff!](#)

Research indicates that women are more likely than men to be appointed to leadership roles in times of organizational peril. This may cause female executives to leave roles prematurely compared to male executives, also known as falling off the "glass cliff." Women are expected to lead with assertiveness and warmth, an expectation not present for most men. This can increase the risk of failure and pressure to perform disproportionately, pushing female leaders toward the "glass cliff."

The good news is that the corporate world is changing the expectations of a one-size-fits-all executive leadership style. Studies prove that organizations with diverse leadership teams perform better financially and are more innovative. Now more than ever, there is a need for warm, authentic, and compassionate leadership, especially in healthcare. Your call to action? Do not get discouraged; your warmth, authenticity, and assertiveness are all needed.

Join us for Book Club!

Join our virtual book club via MS Teams to discuss interesting reads by brilliant female authors. First up? *The Confidence Code* by Katty Kay and Claire Shipman.

Monday, 1/13/25 @ 7 PM (EST)

REGISTER NOW

