



**AMERICAN
UNIVERSITY
OF BEIRUT**

OFFICE OF COMMUNICATIONS

Beirut, August 28, 2025

FOR IMMEDIATE RELEASE

AUB Holds Workshop on Women's Leadership in Healthcare

Eighteen healthcare professionals—all women—from across Lebanon gathered over two days for the inaugural “By Women, For Women—Leadership Mastery in Healthcare” workshop, bringing together the worlds of healthcare and leadership, and creating a powerful platform for growth, connection, and change. The program was jointly organized by the Center for Women in Business at the Suliman S. Olayan School of Business at the American University of Beirut (AUB) and the Division of Reproductive Endocrinology and Infertility at the AUB Medical Center (AUBMC).

Although women form a significant share of Lebanon's healthcare workforce, leadership positions remain predominantly male-dominated. This initiative directly addresses that gap—equipping women with the skills, confidence, and vision to lead at every level.

In his welcome note, Professor Yusuf Sidani, dean of the Suliman S. Olayan School of Business (OSB), stated, “At OSB, we believe that advancing women's leadership is not only a matter of equity, but a driver of excellence and innovation.”

Dr. Nada Khaddage-Soboh, director of the Center for Women in Business at OSB, launched the program with the vision to “build on the success of the center's QUDWA initiative, which empowered women in Lebanon's informal sector.” She noted, “We are now proud to launch a leadership initiative for women in the healthcare sector—igniting a movement that will reach further, grow stronger, and inspire change across regions.”

Dr. Ghina Ghazeeri, head of the Division of Reproductive Endocrinology and Infertility at AUBMC, opened the workshop sessions with a masterclass on the foundations of healthcare leadership. She combined evidence-based strategies with a human-centered approach, showing how to lead teams effectively, make critical decisions, and balance clinical demands with strategic objectives. “Women remain underrepresented in leadership roles across the healthcare sector,” she affirmed. “Together, we can change this narrative — driving equitable representation in every medical field and at every level of management and leadership.”

The first day featured a session on the art of driving change and overcoming institutional resistance, led by Dr. Rola Chami-Malaeb, assistant professor of human resource management at AUB, and joined by AUBMC Fertility Nurse Manal Ayoub, who shared her insights and

American University of Beirut

PO Box 11-0236, Riad El Solh, Beirut 1107 2020, Lebanon
T +961 1 35 00 00 – Ext 2650 | communications@aub.edu.lb

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personal experience in inspiring innovation. Dr. Mona Itani, assistant professor of entrepreneurship at OSB, spoke about entrepreneurial thinking within the hospital setting, showing how intrapreneurship can transform ideas into actionable, impactful solutions.

On day two, Dr. Nada Khaddage-Soboh, joined by Dr. Hiba Hamadeh, program manager at AUB, explored emotional intelligence as the heartbeat of effective leadership, while Dr. Maya Romani, associate professor of family medicine and director of the Healthcare Professional Development Center at AUB, turned the focus to resilience, work-life integration, and preventing burnout, drawing on her extensive experience in physician wellness. AUBMC Nurse Leader for Clinical Affairs Nayla Abi Younes shared her journey from bedside to leadership, followed by Dr. Lara Nahouli, fellow at the AUBMC Department of Obstetrics and Gynecology, whose reflections on adaptability, equity, and courage resonated deeply, underscoring that leadership is not one size fits all.

The workshop concluded with Dr. Khaddage-Soboh's call to action, urging participants to negotiate fearlessly, advocate for their teams, and celebrate their achievements without hesitation. By the end of the two days, the women who had entered as acquaintances left as a united network of leaders—connected, inspired, and equipped to shape the future of healthcare in Lebanon and beyond. This first cohort marks the beginning of a long-term commitment to building leadership capacity among women in the medical field, with additional workshops and cohorts planned for the coming years.

ENDS

For more information please contact:

Simon Kachar, PhD

Executive Director of Communications
Lecturer – Political Studies and Public Administration Department
Founding Director – Good Governance and Citizenship Observatory
Fellow – Issam Fares Institute for Public Policy and International Affairs
Member of the Faculty of Arts and Sciences Research, Innovation, and Creativity Hub

T +961 1 37 43 74 Ext: 2676 | M +961 3 42 70 24
sk158@aub.edu.lb

Note to Editors

About AUB

Founded in 1866, the American University of Beirut bases its educational philosophy, standards, and practices on the American liberal arts model of higher education. A teaching-centered research university, AUB has more than 790 full-time faculty members and a student body of over 9000 students. AUB currently offers more than 140 programs leading to bachelor's, master's, MD, and PhD degrees. It provides medical education and training to students from throughout the region at its Medical Center that includes a full-service 365-bed hospital.

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