

PACER

**Professional Accelerating
Clinical and Educational Redesign**



WELCOME TO PACER!

Leadership in Medicine

Next Steps...

1

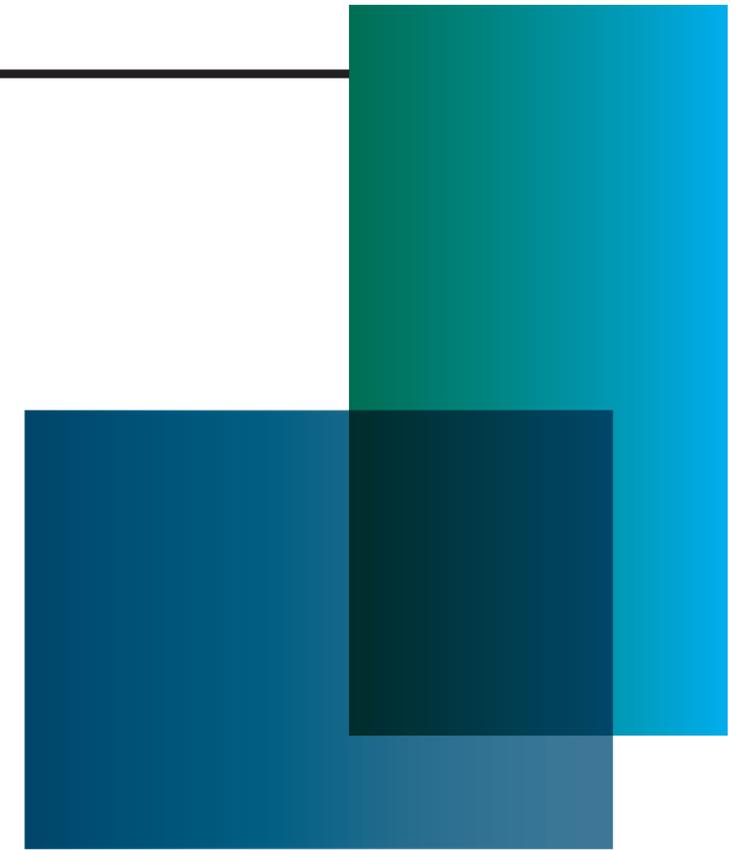
Make sure your e-parking pass is displayed in your car window

2

Sign In & Find Your Small Group

3

Answer questions on the iPads at the following web address:



Case Based Competencies / Training Modules

- Inter-professional (IP)
- Social Determinants of Health
- Stewardship of Resources
- Patient Self-Management
- Quality Improvement / Population Health
- **Leadership**



Learning Objectives

At the conclusion of this activity, the learner will:

- recognize how leadership is the responsibility of all healthcare professionals, regardless of specific positions on an interprofessional team or in an organization.
 - describe how character and performance skills are vital attributes of transformative leadership.
 - be able to identify how transformative leadership can impact health outcomes, healthcare costs, patient satisfaction and provider wellbeing.
- 

What is leadership?

Capacity to lead or

The act or an instance of leading

Leadership molds individuals into a team

— Harold Koontz & Cyril O'Donnell

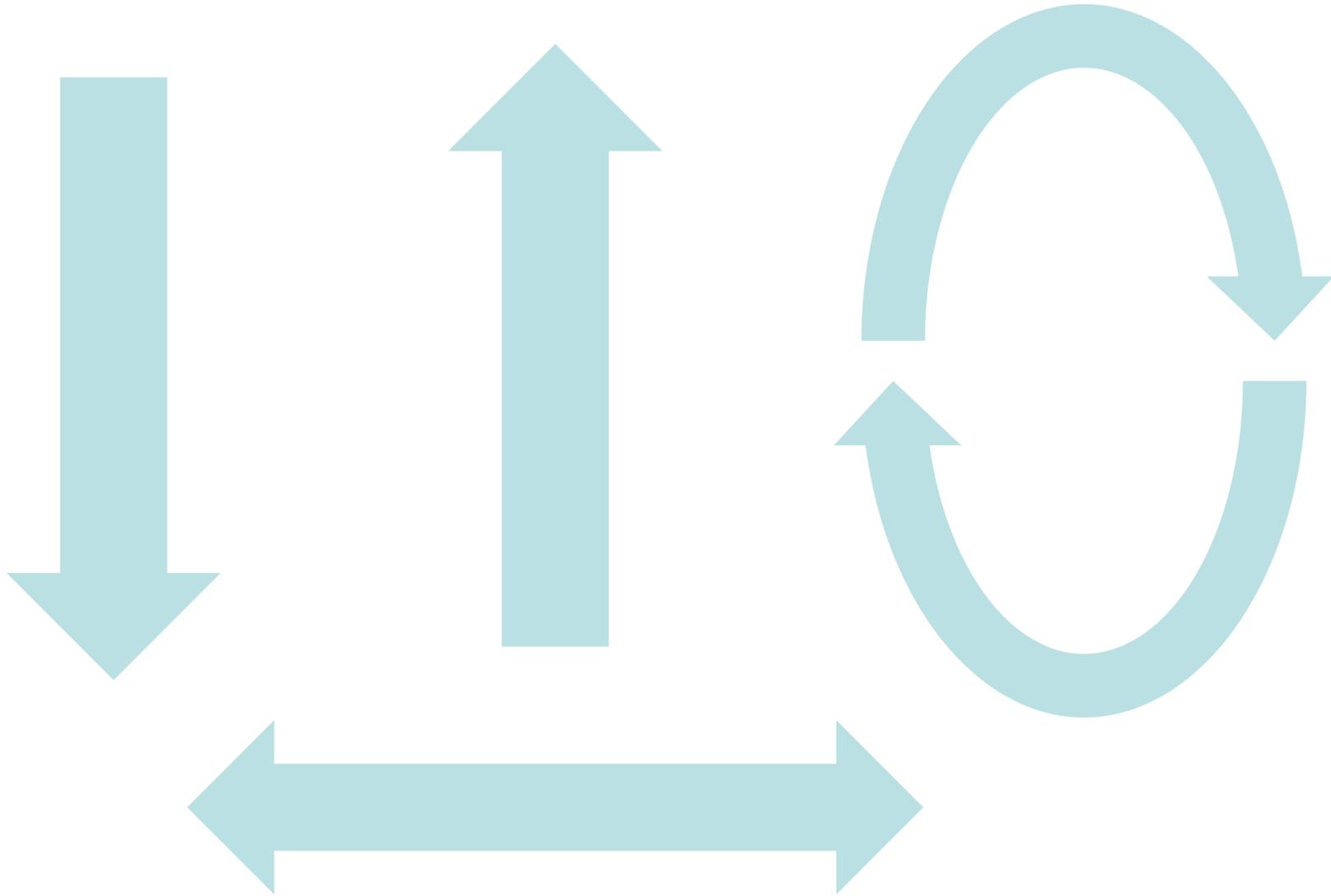


Do we need leaders?

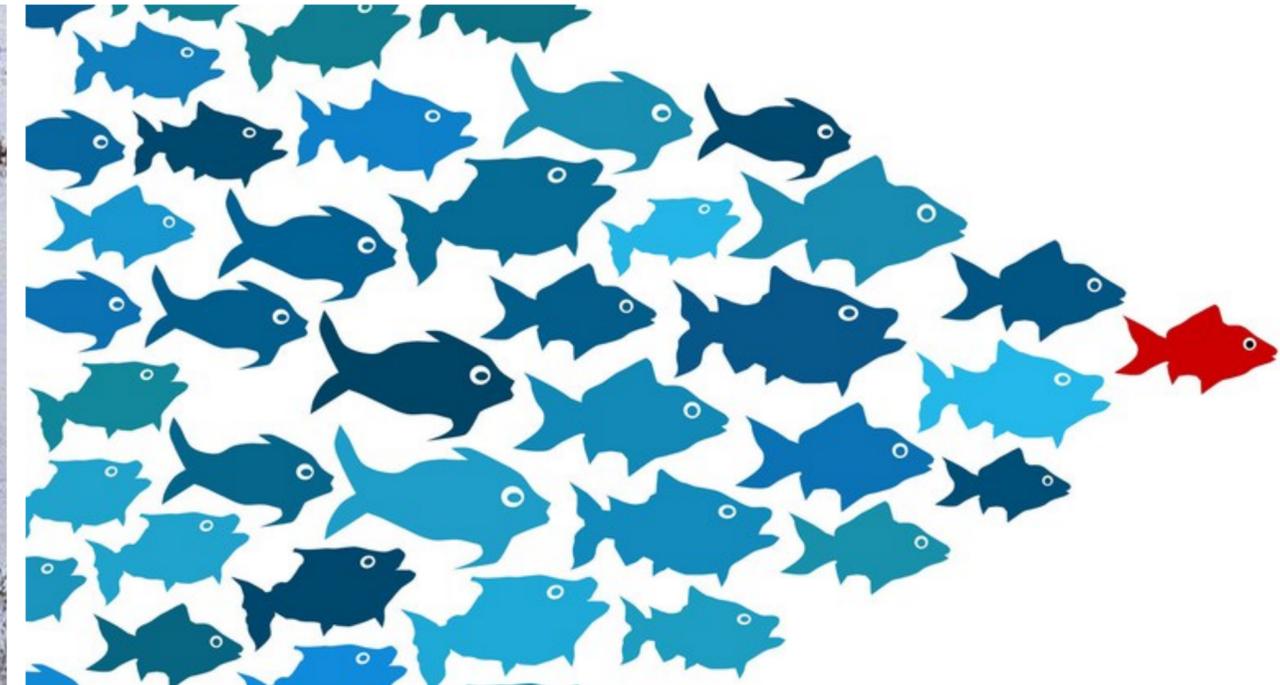
- Necessary when multiple people strive to a common goal
- Is an expectation in medicine



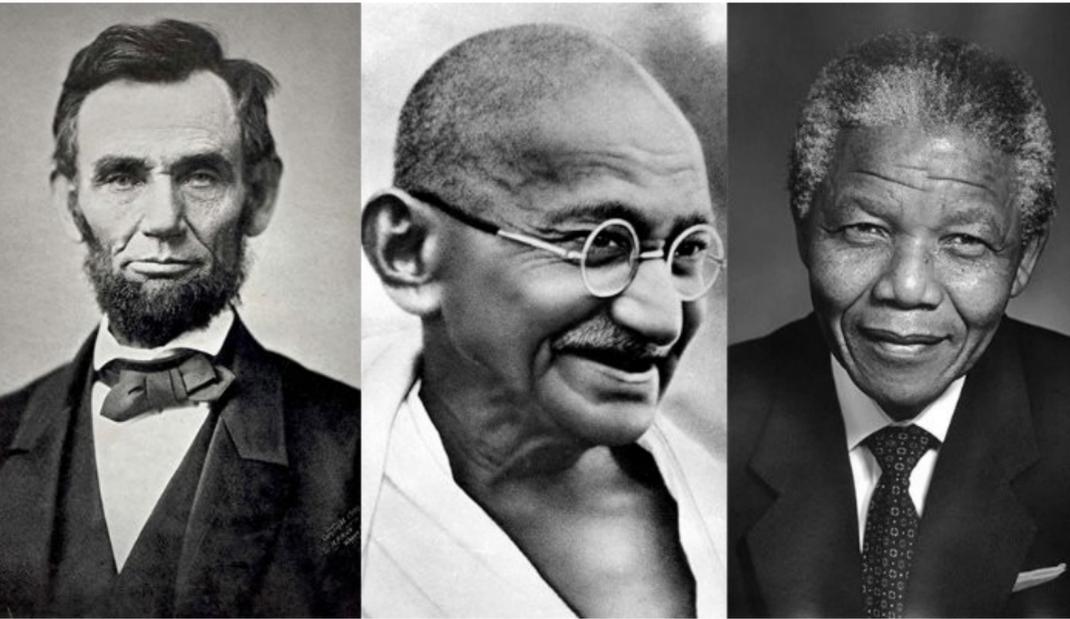
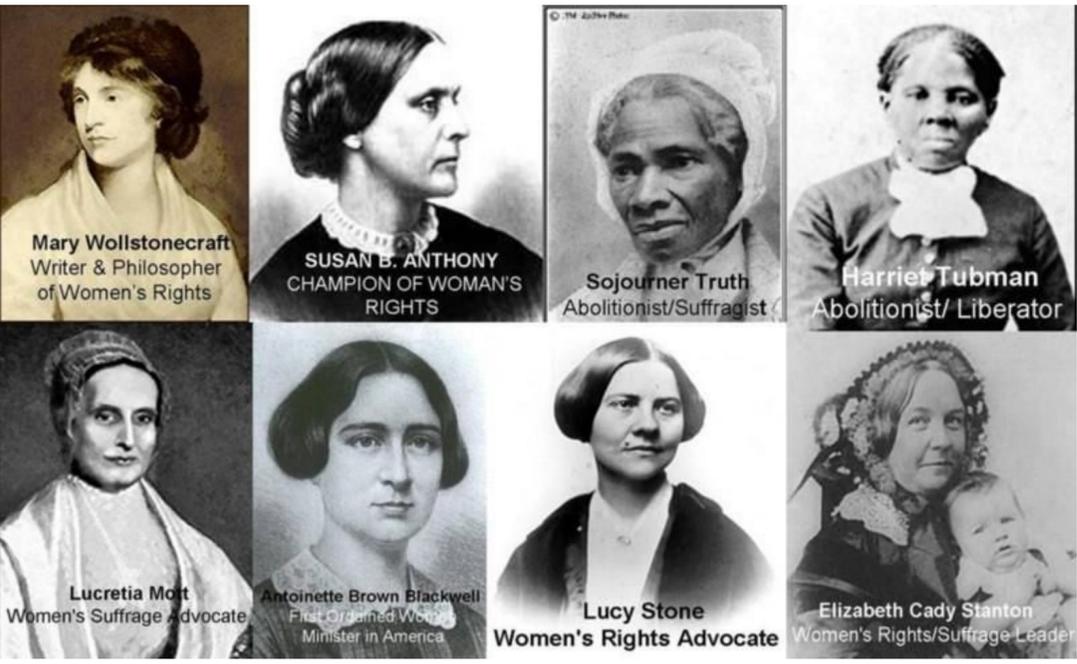
How does leadership flow?



What is the leader position?



Who is the ideal leader?



Who is the ideal leader?



Who is the ideal leader?



Medical leadership

- Top down approach is modeled
 - Military
 - Focused on giving orders
 - See and repeat
 - Perceived low value for non leaders
 - No formal training on HOW to lead
- 

Leadership

- Think about a good leader...
- What made them good as a leader?
- Is being a leader something you have or something you do?

Medical leadership

- Necessary to attain best practices
- Combines best of all members
- Identifies areas of expertise
 - And need
- The leader does NOT have to be the most knowledgeable!
- Leaders have the ability to achieve goals
 - Transform environment and practice

The AIMS of “Good” Healthcare

- Improve the health of the population
- Improving patient experience
- Reducing costs
- Improving the work life of health care clinicians and staff



**Not everyone leading is
a good leader...**

Small Group Activity

- Use the blank cards at your table to respond to the upcoming questions with 1 word answers.
- 2 questions, 2 responses per question
- 1 response per card = 4 cards per participant
- Once complete, put all cards in middle of table
- Group will identify the 5 responses that they believe to be most important for transformational leadership
- Assign a group recorder to input your 5 responses into the iPad

Small Group Activity

- What are the 2 most important performance skills for a leader to have/develop?
- What are the 2 most important character skills for a leader to have/develop?
- *Write one word responses on respective blank cards at your table*

5 Minutes

Small Group Activity

- Assign a group recorder (if you haven't already)
- Put your cards in the middle of the table
- Each group choose 5 of the skills you believe to be most important for being a *transformational health professional*
- Have the group recorder input your five skills into the ipads at the following link:

10 minutes

Small Group Reflection

- Reflect upon how your group selected the 5 skills
- How were these skills evident in your group's interaction/discussion?

5 minutes

Leadership Skills

Group 1

Group 2

Group 3

Group 4

Individual Reflection

- How can you be a leader tomorrow?
- Using 3 separate words, fill out your responses on the iPad at the following link:

Group Discussion

How have you been a leader today?

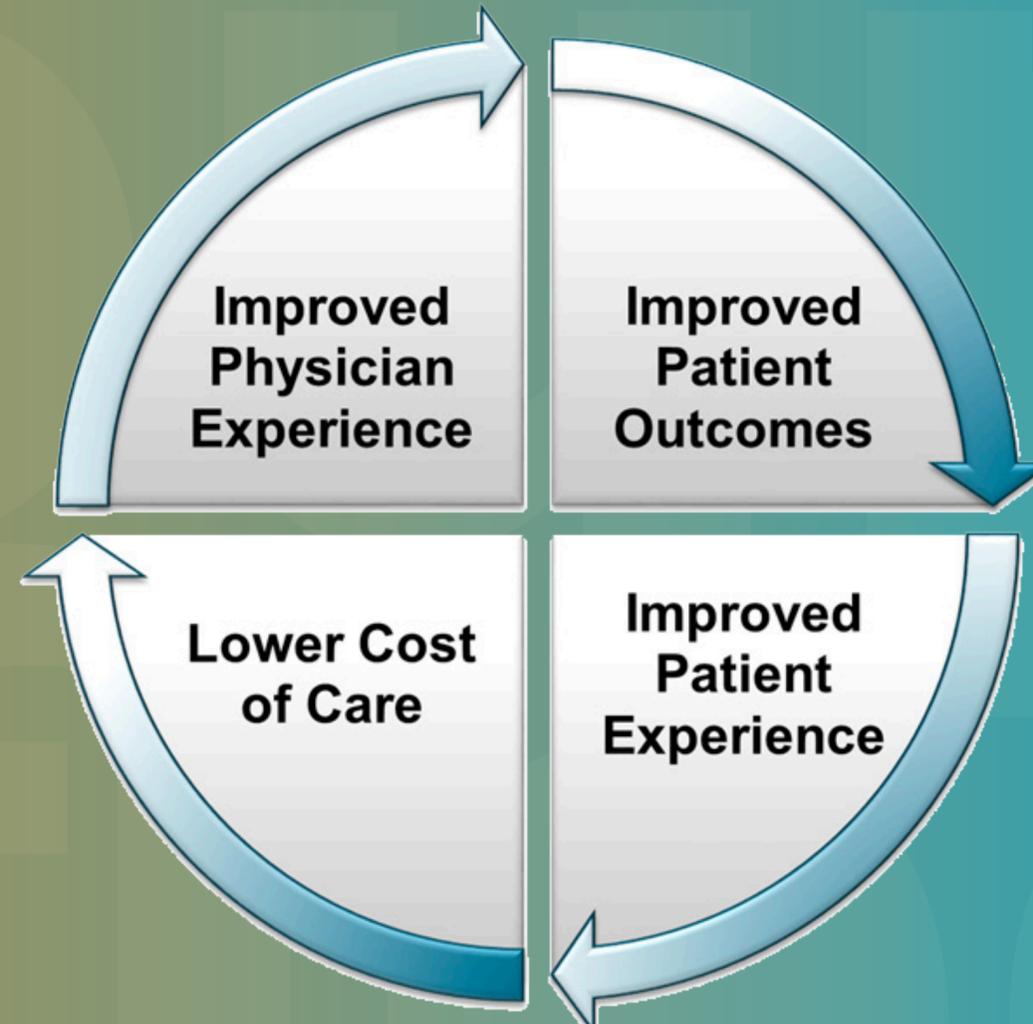
How will you be a leader tomorrow?

Leader today

Leader tomorrow

Group Discussion

- How can these leadership skills impact the quadruple aim?



Thank You for Your Participation!

Fill out the post-survey at the following link: