Physicians as Leaders

RIK NEMANICK, PH.D.
Agenda

Defining success
Best Leader
Best Manager
Difference Between the Two
Key Skills for Both
Where do you want to grow?
Opening Question

What does it mean for a healthcare organization to be “successful”?
Opening Discussion

Who was the best leader with/for whom you have worked?

What made you think of her or him?
Next Question

Who was the best **manager** with/for whom you have worked?
What is the difference between managers and leaders?
Managing and Leading

Managing is about coping with complexity

- Manage finances
- Plan, budget
- Organize work
- Assign staff
- Design, execute, monitor systems and processes
- Control work
- Solve problems
Managing and Leading

Leading is about connecting with people
  ◦ Create a vision
  ◦ Motivate and inspire
  ◦ Align teamwork
  ◦ Empower others
  ◦ Grow and develop talent
  ◦ Building trust
What happens to one when the other is neglected?

How do they impact the success of the organization?

Which do you see more in your organization?

Which do you feel you do better? Where do you need to improve?
Key Skills for Both

Planning & Goal Setting
Delegating
Creating Accountability
Giving Performance Feedback
Dealing with Performance Problems
Facilitating conflict
Next Steps

Reflect on your lists earlier
  ◦ Strengths
  ◦ Areas of development

Get feedback

Set goals for yourself

Learn from your peers

Prepare to share learnings in Session 5
Questions?