

# The Three Critical Attributes for Successful Leadership

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# Opening Reflections



- ◆ For sustainable success, U.S. health care delivery systems must be transformed
- ◆ Up-to-date Clinical Technology, Information Systems, and Functional Facilities will all be important
- ◆ But most important will be the effectiveness of leadership
- ◆ Without capable and strong leaders, all else will fail!

# The Three Key Leadership Qualities



For Physician and Staff Success are:

1. Competent
2. Committed
3. Passionate



# A Competency is:



The observable and measurable characteristics of a person that people see each day.

# A Competency Combines a Leader's



- Knowledge
  - Skills
    - Abilities
      - Behaviors
        - Attitudes



# Today's Important Leadership Competencies



- ◆ Operational Focus
- ◆ Strategic Thinker/Visionary
- ◆ Be metric driven
- ◆ Set a high level of accountability
- ◆ Reward transparency and collaboration
- ◆ Engage and develop others



# However, the Critical Competency is:



## Being a Change Agent

- ◆ Accepting the truth
- ◆ Presenting the rationale for change
- ◆ Open to professional back-talking
- ◆ “Connect the dots” between clinical and administrative decision-making
- ◆ Enhance teaming skills
- ◆ Celebrate incremental victories



# Commitments are the Foundation of the Organization's



- ◆ Culture
- ◆ Brand Identity





# A Strong Individual & Team Commitment is Required



- ◆ Mission, Vision, and Values
- ◆ Metrics
- ◆ Transparency
- ◆ Patient Centricity
- ◆ Strong Accountability
- ◆ Stay inventive during tough times
- ◆ Never-failing Moral Compass

# Having Passion for Your Work is Essential

- ◆ What is Passion?
- ◆ How do you develop it?
  - Sacred Ministry
  - Being called – not a job or profession
  - Could this be the reason?

# Closing Reflections



- ◆ Two critical questions for each physician and leader to ask as they lead through these challenging times:
  1. Why would anyone want to follow me?
  2. Who do they see when they see you coming?

# And the Final Question



Is it worth it?





# Questions!



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