



# AHA Physician Leadership 360



## The demands on the physician leader are continually changing

The knowledge, skills, and behaviors of the physician leader required for success in today's climate are changing too.

### The characteristics of a physician leader:



#### Holistic perspective

the ability to think strategically



#### Collaborative

a team-oriented player



#### Outcomes-focused

understands and values data



#### Consensus-builder

inclusive of all stakeholders



#### Asks, listens, and values other voices

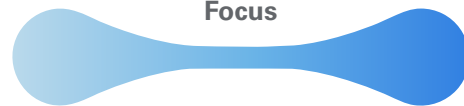


#### Authentic and transparent

shares the "why"

### Shifting into leadership mode:

#### Focus



Individual patient

Community health

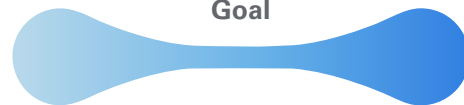
#### Care



Fragmented, episodic treatment

Coordinated, longitudinal care

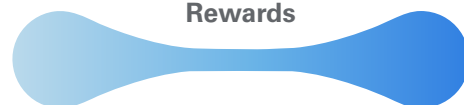
#### Goal



Treating sick

Achieving wellness

#### Rewards



Volume driven (FFS)

Value, outcome driven

#### Setting



Institutional base; hospital oriented

Community based; range of settings

#### Leadership



Managing departments/divisions

Systems thinking/integrated processes

### Must-haves for physicians who aspire to leadership roles:

A strategic understanding of the complexity of the health care environment.

Interpersonal skills – the ability to manage people.

Conflict resolution and negotiating skills

An understanding of business and finance