

## Identifying Attributes of Success: A case study of SELECT Coaches and LVHN Physician Leadership Training

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# Identifying Attributes of Success: A Case Study of SELECT Coaches and LVHN Physician Leadership Training

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## Background and Introduction

- Research has shown that interdisciplinary communication and a mentoring partnership are beneficial elements to leadership development (Fairchild et. al., 2004)
- Leadership at academic institutions varies from that of a community hospital
  - Academic institutions emphasize research, however static institutional policies can prevent innovative movement (Dine et. al., 2011)

## Specific Aims and Objectives

- Compare variations of participation in leadership training with attainment and involvement in leadership roles
- Identify successful attributes of SELECT Coach training and LVHN leadership training
- Identify improvement areas for leadership faculty professional development

## Methodology

Physicians (n=5) of this case study participated in elements of SELECT Coach training and LVHN leadership training

-LVHN training includes Institute of Physician Leadership (IPL), Institute of Healthcare Leadership (IHL), or Physician Leadership Academy (PLA) programs

Identify LVHN physicians that fit the criteria

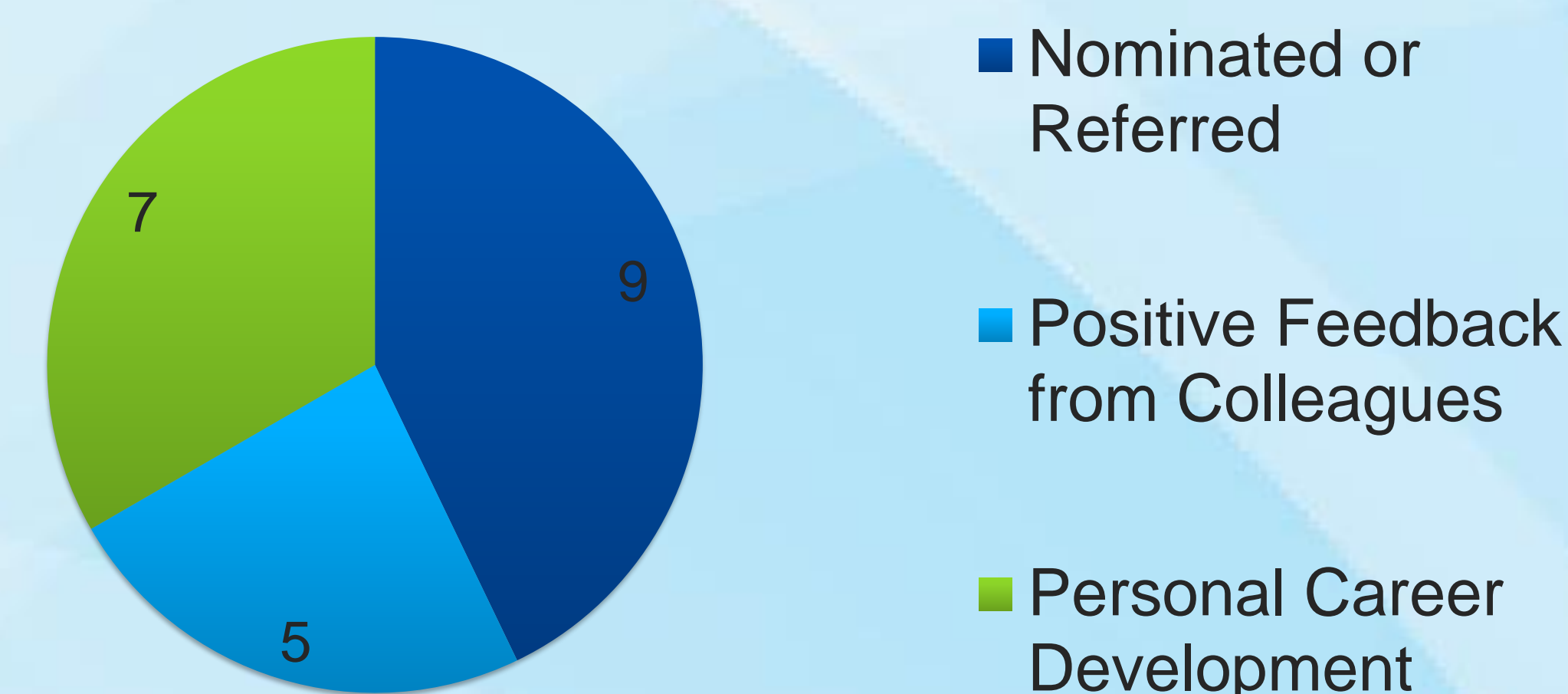
Administer survey to eligible physicians

Conduct follow-up interviews

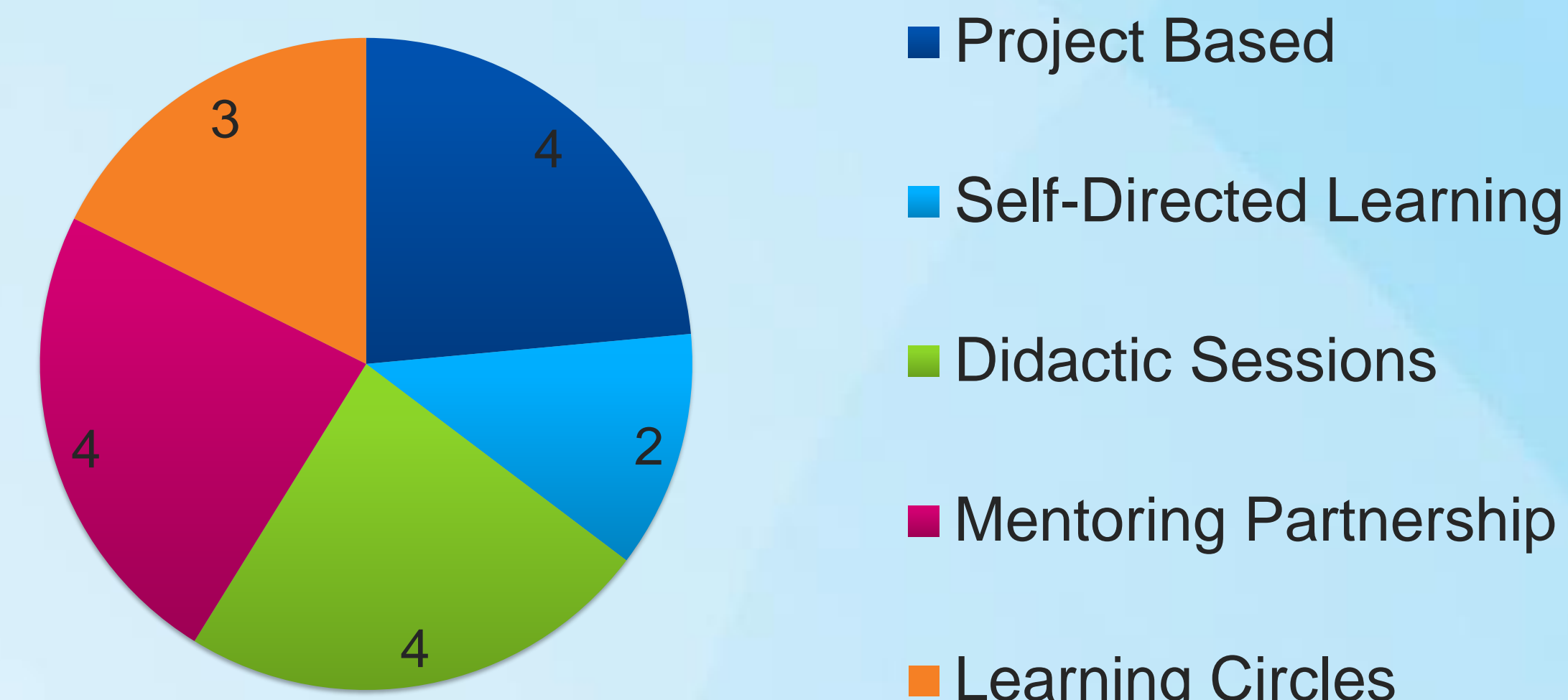
## Results

Survey was distributed to 9 physicians with a 55.6% completion rate. (n=5)

Contributing Factors to Leadership Participation



Leadership Training Deliverance Preference



In follow-up interviews, physicians (n=3) reported:

- Benefits of working with other LVHN leaders to develop new ideas
- Created an interest for continued leadership training to create eligibility for leadership roles
- Established institutional awareness
- Enhanced ability to develop innovative practices
- Increased emotional intelligence
- Ability to streamline professional goals

## Conclusion and Analysis

- Interdisciplinary communication and networking is important for leadership skill development
- Longitudinal follow-through; diversity, equity, inclusion awareness; and methods for managing burnout may be missing elements of training
- In physicians sampled, there is no evident correlation between leadership training methods and current/past leadership roles held
- A diverse training system with several methods is most beneficial

## Recommendations

- Include elements physicians stated were missing
  - Longitudinal follow-through; diversity, equity, inclusion awareness; and methods for managing burnout
- Continue to foster interdisciplinary communication
- Continue to deliver training to attending physicians
- Analyze implications for residency programs, medical students, other healthcare professionals, etc.

## References & Acknowledgement

- Dine, Jessica; Kahn, Jeremy; Abella, Benjamin; Asch, David; Shea, Judy. "Key Elements of Clinical Physician Leadership at an Academic Medical Center": March 2011- Volume 3- Issue 1- p 31-36
- Fairchild, David G. MD, MPH; Benjamin, Evan M. MD; Gifford, David R. MD, MPH; Huot, Stephen J. MD, PhD. "Physician Leadership: Enhancing the Career Development of Academic Physician Administrators and Leaders, Academic Medicine": March 2004 - Volume 79 - Issue 3 - p 214-218

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