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5 Take-Aways
for Physician Leadership



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01

Physicians are the Fulcrum to Changing Healthcare

- Most of the key elements contemplated in the movement to population health directly or indirectly impact physicians:
 - Changes in care delivery
 - Adoption and adherence to protocols
 - Moving to active patient engagement through a team approach
- Resistance to disruptive change is normal and predictable
 - Effective navigation through the change process helps overcome resistance
 - Physician involvement in the design of the change is required and helps support the transition to the new model
- Physician endorsement is key to patient acceptance and engagement
 - Patient trust resides with the physicians, not the health system or health plan



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02

Physicians Often Lack the Required Skill Set Needed to Embrace New Models



Traditional medical education does not typically address the competencies associated with leading a team or leading a change process.



By necessity and design, the physician role in managing a patient is more hierarchical and directive, not collaborative.



The new models emerging in healthcare reflect more of a team approach, building systems which advance the shared goal of patient care through the integration of multiple, interdependent functions.

Leadership involves co-creation, not direction



Good News: These are Learnable Skills



Our experience is that physicians are exceptional learners who can quickly acquire the behavioral competencies of leadership when given information and opportunity for applied learning.



It starts with building deep self-awareness of mental models and patterns of behavior which have worked in the past but may not be adequate for the challenges of the future.



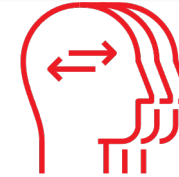
As one becomes more self-aware, there is opportunity to explore ways to build new skills as well as help others better understand you to avoid misinterpretations of intentions.



Experiential Learning



Changing habits requires more than knowing. It requires real world application long enough to unlearn old habits and build new ones in their place.



The key is to become more mindful of one's mindset and patterns of behavior, pausing to examine patterns and their appropriateness, and choosing the path that is our best authentic self.



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05

Laying the Groundwork for Cultural Change

Healthcare is the ultimate team endeavor



Optimizing the care of a population requires the thoughtful integration of all the parties who impact the ecosystem of healthcare.



Many of those who are coming together in this pursuit have little experience working in partnership or have been adversaries in a struggle for advantage in traditional healthcare settings.



In order to come together to design and deploy disruptive change, it is critical to invest at the front end to build a clear, compelling shared vision and trust among those who will collaborate in its pursuit.



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