

MANAGING ORGANIZATIONAL CHALLENGES AS A PHYSICIAN LEADER

Daniel K. Winstead, M.D.

Tulane University School of Medicine



DISCLOSURE OF FINANCIAL RELATIONSHIPS

DR. DANIEL K. WINSTEAD

Has no relationships with any entity producing, marketing, re-selling, or distribution health care goods or services consumed by, or used on patients.

- I. Few “natural born” leaders
- II. Various pathways to leadership positions
 - A. Mentorship
 - 1. Key route
 - B. Course work, seminars, etc. (Professional meetings and associations, e.g. Association of Physician Executives.)
 - C. Formal degrees (MBA, Executive MBA, MPH, MHA, etc.)
 - D. Networking

“Success is not final, failure is not fatal: it is the courage to continue that counts”

Winston Churchill

“Failure is the condiment that gives success its
flavor”

Truman Capote

- III. Start early and join various organizations
 - A. Participate in local meetings and let people know of your interest(s)
 - B. Eventually move up to state and regional branch organizations
 - 1. Know the constitution, by-laws and strategic plan
 - C. When/if given the opportunity, move up to leadership role in national organization(s)
 - D. Create liaison activities with other national organizations
-

- D. Create liaison activities with other national organizations
 - E. Use conflict resolution to build your reputation as a “peacemaker”
 1. Search for “common ground”
 2. Help people stay within priorities of the organization
-

“Do not follow the ideas of others, but learn to listen to the voice within yourself. Your body and mind will become clear and you will realize the unity of all things”

Dogen

IV. Key ingredients of leadership (from Dr. Ronald M. Davis, *American Medical News*, February 18, 2008.)

1. Filling the vacuum
 2. Pursuing noble causes
 3. Recruiting a good team
 4. Inspiring the team and the masses
 5. Being bold
 6. Taking risks
-

IV. Key ingredients of leadership (cont'd.)

7. Aiming high and pushing the envelope
 8. Challenging the odds
 9. Rolling up their sleeves
 10. Leading the way in times of crisis
-

V. IMGs

A. To assimilate or not

B. Build coalitions

C. Power broker

1. with others from similar backgrounds

2. with all others

3. with other organizations

“We must combine the toughness of the serpent
with the softness of the dove, a tough mind
and a tender heart”

Martin Luther King, Jr.
