

Leadership for Leaders

*Department of Pediatrics
Office of Faculty Development*

Leadership Excellence Series

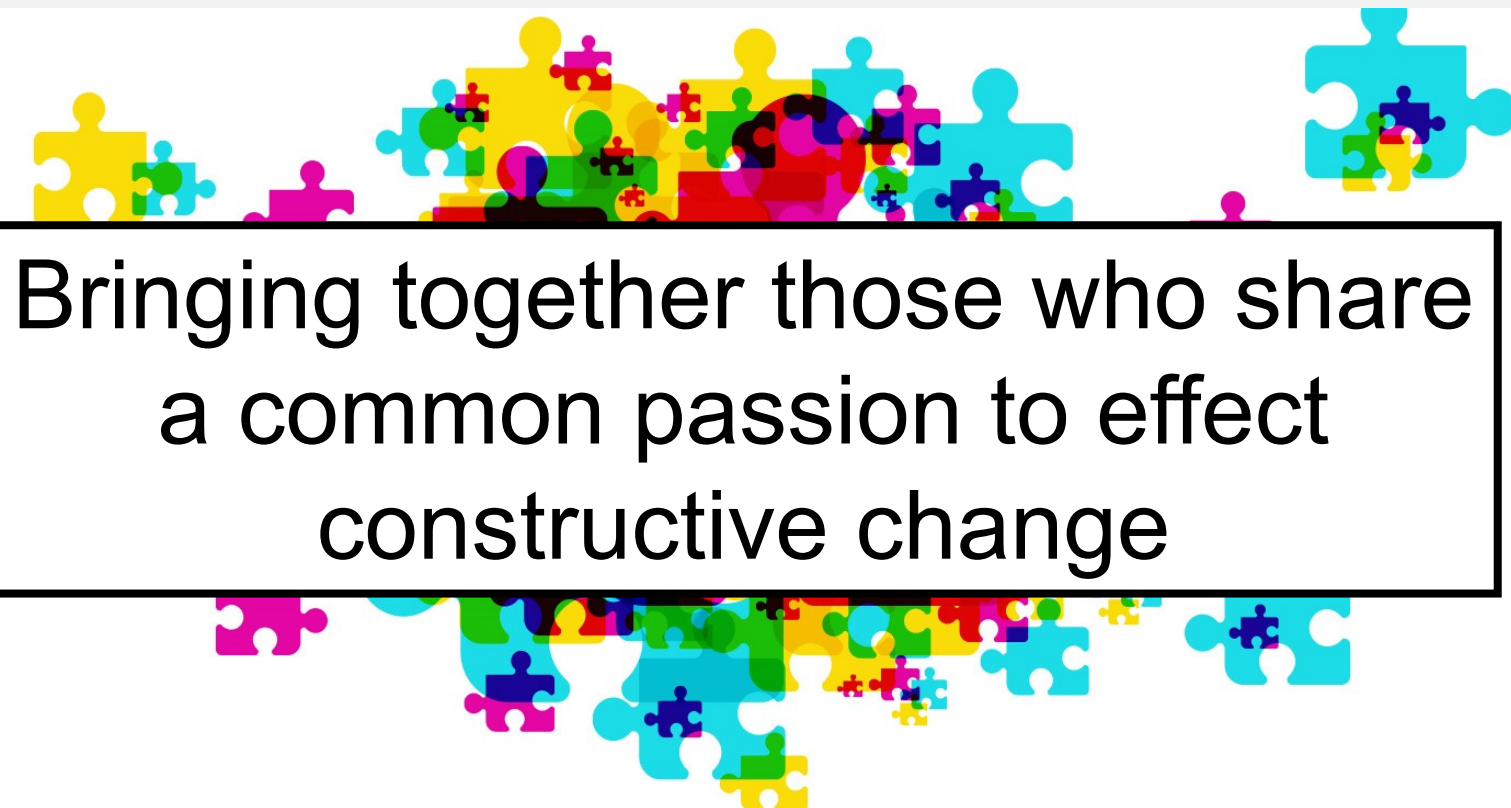
February 10, 2020

Leadership for Leaders

Agenda

Leadership for Leaders

Leadership



Bringing together those who share
a common passion to effect
constructive change

Leadership Goals

- Clinical care
- Teaching and training
- Discovery
- Most important leadership responsibility



Help your divisional colleagues earn promotion

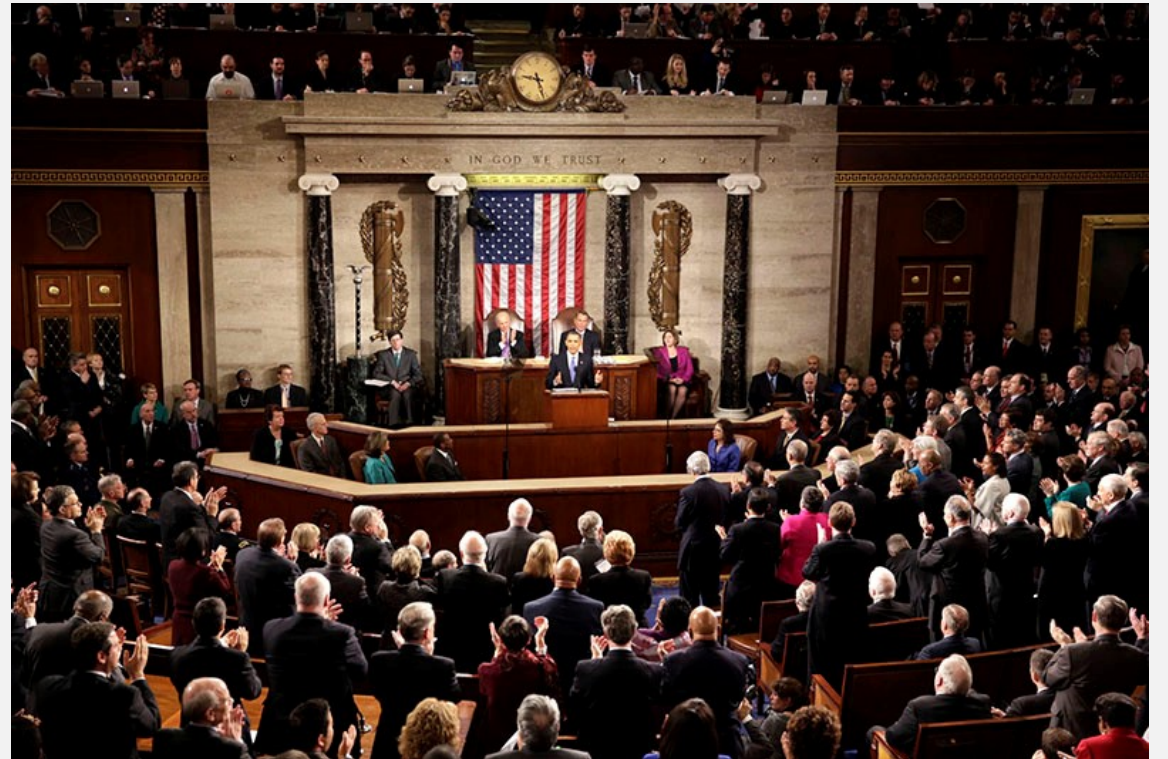
Seven Things I Have Learned

1. Understand what is expected of you.
2. Listen more and talk less.
3. Do not procrastinate.
4. Good is great.
5. Breadth is often more important than depth.
6. Delegate leadership.
7. Take care of yourself.



State of the Division Address

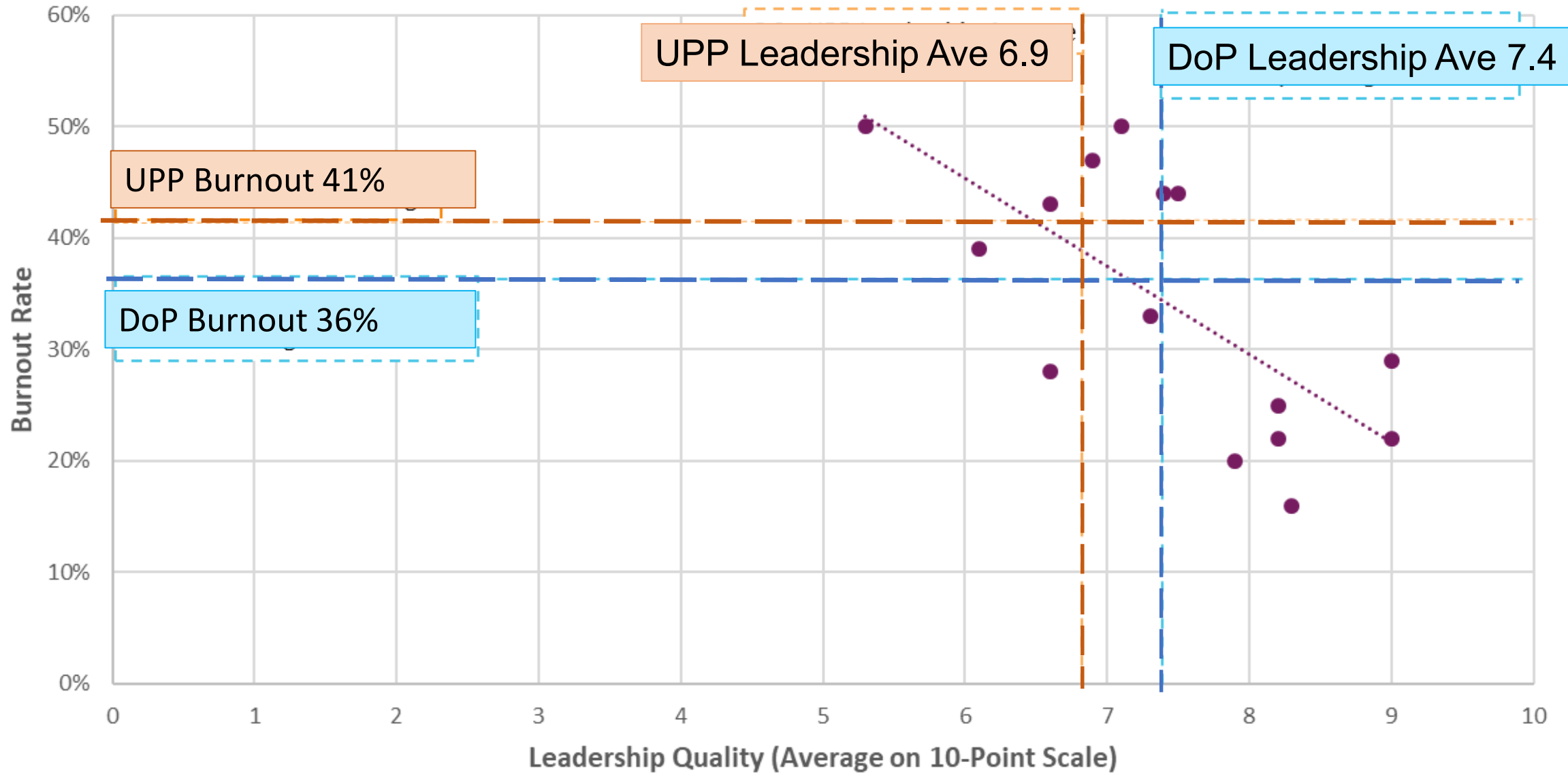
- Praise accomplishments
- Foster community
- Inspire
- Have lunch



Stanford Survey Data

Dena Hofkosh, Dianna Ploof

Leadership vs Burnout - Department of Pediatrics



Department Data: Dimensions of leadership best practices



Leadership
Dimension 1:
Inform

Leadership
Dimension 2:
Engage,
Empower

Leadership
Dimension 3:
Inspire

Leadership
Dimension 4:
Develop -
Individuals

Leadership
Dimension 4:
Develop -
Teams

Leadership
Dimension 5:
Recognize &
Value

Leadership
Dimension 6:
Support

Furthering our effectiveness

Self-reflection



Strength

Stretch

Skill-build

Support

Thank you!

Resource

Impact of Organizational Leadership on Physician Burnout and Satisfaction

Tait D. Shanafelt, MD; Grace Gorringer, MS; Ronald Menaker, EdD; Kristin A. Storz, MA; David Reeves, PhD; Steven J. Buskirk, MD; Jeff A. Sloan, PhD; and Stephen J. Swensen, MD

Mayo Clinic Proceedings. April 2015;90(4) 432-440