

Physician Leadership Power Tools

Name: _____

I chose to become a leader because ...

The things I like about my current leadership position are ...

The part of my leadership position I dislike are ...

Physicians Default Leadership Paradigm

Top – Down

Command and _____

Problems with this paradigm

Wastes the team's _____

You _____ too hard

New Leadership Paradigm: CONTENT vs. CONTEXT / _____

“Culture _____ Strategy for Breakfast”

CONTEXT / CULTURE is the _____ of playing on your team

Build a culture of TRUST – TEAMWORK - _____

Every relationship has a _____ Account

Each interaction is a chance to make a _____ ... or not

A SIMPLE TRUST TEST = your team's reaction when you _____ unannounced

Five Skills to build a Culture of Trust

1) Treat Yourself Like a Dog

Celebrate all _____ Praise _____ , not skill

2) Stop giving _____ Lead by asking _____

Powerful Questions start with _____ or _____

You don't need all the answers when you have

a Vision/Goal – a Team – and _____

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3) Every project must have a _____

So you can keep score and find opportunities to _____

4) Awareness of stress

Know when to Push and when to _____

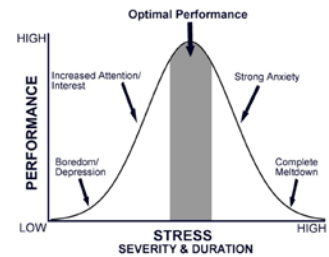
5) Recognize and deal with Dilemmas

Keys to Addressing a Dilemma

Stop wishing for a Solution Develop a _____

And a _____ for monitoring your strategy

Schedule a cadence of _____ and adjustment



IMPLEMENTATION KEYS:

The plate spinning theory of leadership development. One _____ at a time

What did you learn?

What will you now do differently?

When?

Recommended Reading:

"First Break All the Rules"- keys to building high performance teams

"The Speed of Trust"- strategies to build trust in all your relationships

"The 4 Disciplines of Execution"- how to gain the focus for powerful implementation

"The First 90 Days" - onboarding's key skills whether for you or a new hire

Bonus suggestion:

"Tribal Leadership" – how to bring your whole team to a new level of engagement