Developing Physician Leaders for Successful Clinical Integration

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By Topic:  
Physician/Clinical Relationships  Leadership Development

Book Description

Winner of the 2014 ACHE James A. Hamilton Book of the Year Award!

The changes coming from health reform legislation, cost reduction, work redesign, growth in physician employment, greater consumer involvement, the introduction of ACOs, and the emphasis on value-based purchasing are having a profound and long-term impact on healthcare. Clinical integration is a must, and inclusion of physician leaders is essential for successful clinical integration. For healthcare organizations to maximize their potential during this transition, effective physician leadership is needed more than ever.
Unlike other physician leadership books, this is an intensified examination of the development of clinically integrated organizations and the significantly expanded physician leadership role within them. Together Dye and Sokolov evaluate multiple clinically integrated organizations, clinical models, business models, and techniques to involve physicians to a greater degree. They also offer insights and suggestions on the cutting-edge topic of clinical integration and explore in detail the role physician leadership will play in the future.

Themes include:

- Making physicians key stakeholders in the clinical transformation, business modeling, and strategy development
- Identifying physicians who have a propensity for leadership
- Understanding the difference between management and leadership
- Addressing issues physicians face as they make the transition from clinical roles to leadership positions
- Embracing clinical integration—why this new entity calls for greater physician leadership and how to build a successful clinically integrated organization
- Learning from case studies and practical approaches
- Creating leadership development programs with an emphasis on the experiential side of leader development
- Examining on the significant impact of physician leadership derailment as compared with other leaders

Structured book information

"In this book, the authors provide an excellent overview of how each healthcare organization in this country should embrace the future of physician leadership development. To meet the future transformational challenges of healthcare, physician leadership is essential. This book is a must read for boards, management teams, and physician leaders!" Randy Oostra, FACHE President and Chief Executive Officer, ProMedica Health System
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Thomas A. Atchison, EdD
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Carson F. Dye, FACHE

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Mary Jane Kornacki

Influential Leadership: Change Your Behavior, Change Your Organization, Change Health Care
Michael E. Frisina, PhD
Physicians are actually getting the training and support they need to become leaders as hospitals are seeing that clinical
integration is inevitable and it can't be done without docs at the top. But he says hospitals should be cautious in picking their leaders, and doctors need to know their limits when they take on larger roles. "Pick the situation carefully and make sure there are clear boundaries and what you're trying to take on is realistic," he says. "Put people in positions where they have a chance to be successful, where they have an opportunity to really influence care and make it better, safer and more efficient, give them the training and support they need, and build the team in a way that they can be successful." What has your experience been like with physician execs? Clinical integration is a must, and inclusion of physician leaders is essential for successful clinical integration. For healthcare organizations to maximize their potential during this transition, effective physician leadership is needed more than ever. Unlike other physician leadership books, this is an intensified examination of the development of clinically integrated organizations and the significantly expanded physician leadership role within them. Together Dye and Sokolov evaluate multiple clinically integrated organizations, clinical models, business models, and techniques to involve p...