



## **CENTER FOR PHYSICIAN LEADERSHIP AT NJHA**

### **Physician Leadership Core Competencies**

Healthcare delivery systems are constantly changing. The current healthcare landscape requires a more collaborative approach to patient care requiring a dramatic shift from autonomy to a team care approach. This change is driving different business models from a volume-based to a value-based reimbursement model that incentivizes innovation and efficient models of care.

#### **PROGRAM OVERVIEW**

The Center for Physician Leadership at NJHA is designed to advance the effectiveness of New Jersey's healthcare providers through professional development and support for physician leaders. Participants in this program will improve their leadership skills and enhance their effectiveness, while preserving the care and compassion critical to quality healthcare delivery.

The seven-session program offers up-and-coming physician leaders the necessary skills to become influential physician leaders. Geared toward high potential physicians, it will provide the necessary skills to better develop these individuals as leaders. Participants also will gain skills for more efficient collaboration between physicians and the administration to create and carry out one set of organizational goals that are both clinical and customer driven.

The program will focus on seven key core competencies necessary for success:

- Self-assessment
- Leadership tactics
- Effective communication
- Leading change
- Strategic focus
- Understanding hospital finances
- Incorporating performance improvement into daily practice.

## **PROGRAM BENEFITS FOR THE PHYSICIAN LEADER**

- Gain greater self-awareness
- Recognize and develop personal strengths
- Develop self-regulatory skills and objective situational analysis
- Become part of an industry-wide alumni network.

## **PROGRAM BENEFITS FOR THE ORGANIZATION**

- Build leadership capacity and potential to enhance retention and identify strategic organizational opportunities
- Provide tools for physicians to be change agents
- Drive collaboration and team productivity
- Generate creative thinking for innovative solutions.

## **PROGRAM & SESSION SCHEDULE**

Classroom sessions will be conducted every third week. **COHORT 1** will be held Thursday evenings from 4 to 7 p.m. at St. Joseph's HealthCare System in Paterson. **COHORT 2** will be held every third Saturday morning from 8 to 11 a.m. at Inspira Health Network/Medical Center at Inspira Fitness Connection in Vineland.

The sessions will begin in November and registration is limited to 24 participants per cohort. Participants must register and attend all seven sessions of a cohort to receive 21 continuing medical education credits for the program.

	<b>COHORT 1</b> <i>St. Joseph's Healthcare System Paterson 4 – 7 p.m.</i>	<b>COHORT 2</b> <i>Inspira Health Network Vineland 8 – 11 a.m.</i>
<b>SESSION 1</b>	November 12	November 21
<b>SESSION 2</b>	December 3	December 12
<b>SESSION 3</b>	January 14	January 2
<b>SESSION 4</b>	February 4	January 23
<b>SESSION 5</b>	February 25	February 13
<b>SESSION 6</b>	March 17	March 5
<b>SESSION 7</b>	April 7	March 26

## **SESSION 1**

### **Self-Assessment – *Who are you?***

Participants will establish the foundation to becoming an effective leader by discovering their own unique personality and character traits and how they can use them in the healthcare environment.

Tools such as the 360 Assessment, which employs peer feedback and the Myers-Briggs Type Indicator (MBTI), will help participants better understand who they are and identify the skills needed to build a strong foundation for becoming a good healthcare leader.

## **SESSION 2**

### **Leadership Tactics – *Applying Lessons Learned from “Lincoln on Leadership” to Being an Effective Leader***

President Abraham Lincoln was one of the most effective leaders in world history. Known for appointing only the best and brightest to his cabinet, they also were some of his greatest political rivals, but his leadership created a unique team.

Participants in this session are required to read *Lincoln on Leadership* and discuss the 10 qualities and guiding principles that made Lincoln a great leader. Participants will learn how to apply those qualities and guiding principles to become a more effective leader.

## **SESSION 3**

### **Effective Communication – *Communication Traits that Make Great Leaders***

Communication is the most important key to a business leader’s success. To grow as a leader and manager, one must learn how to be an effective and compelling communicator.

Likewise, to succeed as a healthcare leader, you and your team must master the art of clear communication together. Participants will discuss strategies on how to become a skillful communicator and how to communicate with confidence and candor to reach new levels of leadership excellence.

## **SESSION 4**

### **Leading Change – *8-Step Process***

Businesses hoping to survive over the long term will have to remake themselves into better competitors at least once along the way. These efforts have gone under many banners: total quality management, reengineering, rightsizing, restructuring, cultural change and turnarounds, to name a few.

In almost every case, the goal has been to cope with a new, more challenging market by changing the way business is conducted. A few of these endeavors have been very successful and a few have been utter failures.

Participants in this session will focus on and explore John P. Kotter's book, "*Leading Change*," which outlines the eight largest errors that can doom change efforts and illuminates the 8-Step Process that can lead to successful change initiatives within an organization.

## **SESSION 5**

### ***Good to Great – Lessons that Apply to You***

Session five requires participants to read *Good to Great: Why Some Companies Make the Leap...and Others Don't*, authored by Jim Collins. *Good to Great* addresses a number of management, personnel and operational practices, behaviors and attitudes that are both conducive and antithetical to the good-to-great transition.

Participants will discuss the factors and variables that define companies that survive in the long-term and make the transition from merely good to truly great and how they can apply in your practice.

## **SESSION 6**

### **Hospital and Healthcare Finances - *What You Need to Know***

This session will provide participants with what they *need to know* about hospital and healthcare finances and methods for assessing the financial health of hospitals.

Discussions will include: what is meant by financial health of institutions; alternative approaches and measures available to assess hospital financial health; how these approaches and measures can be implemented using alternative data; and issues and complications in interpreting this data. This session will enable participants to identify potential measures, data sources for implementing these measures and conceptual and accounting issues in implementing and interpreting these measures.

## **SESSION 7**

### ***Performance Improvement in the Hospital or Office Setting***

In the final session of the series, participants will examine the importance of incorporating performance improvement into daily practice and the effects it has on quality of care and overall performance of a hospital or office practice.

Participants will hear actual case studies where hospitals applied the performance improvement process that resulted in significant and improved quality outcomes.

## **ABOUT THE FACULTY**

The Center for Physician Leadership at NJHA will be led by **VINCE JOSEPH, FACHE**. Vince brings to this initiative more than 40 years of experience in supporting, growing and developing healthcare leaders.

Recently transitioned from a senior operational position at a large New Jersey academic healthcare system, Vince is a certified physician leadership coach and educator. It is his belief that successful healthcare leaders must look to the future and facilitate and mentor up-and-coming physician leadership.

Vince will provide participants with a breadth of knowledge during the in-depth sessions where topics such as finance, information technology, Lean/Process Improvement, change management, effective communications, leadership skills and more will be covered.

# Registration Guidelines for 2015

## PAYING BY CREDIT CARD

**Guarantee** your seat now by paying for your registration online with a credit card.  
**It's secure and easy.**

Click on the following link:

<http://hret-registration.njha.com>

**Note:** For security purposes, please **DO NOT** mail credit card information with your security code to the P.O. Box. Save time and register online through our secure Web site.

## PAYING BY CHECK

Reference the seminar number in the memo of the check. Your registration will not be confirmed until your payment is received by HRET. A copy of the registration form must accompany the check in order to allocate payment properly.

**FAX:** 609-275-4271

**Make check payable to:** HRET of NJ

**Mail to:** HRET of NJ – P.O. Box 828691 – Philadelphia, PA 19182-8691

**Payments by mail must be postmarked no later than Tuesday, Nov. 3, 2015**

*HRET/NJHA staff reserve the right to refuse entrance if payment is not received in full at the time of registration.*

## GENERAL INFORMATION

- **FAX REGISTRATION FORM BEFORE MAILING WITH PAYMENT TO 609-275-4271.**
- **Onsite registration:** NJHA will do its best to accommodate walk-ins, but cannot guarantee seating. Please call 609-275-4180 the day preceding a conference to inquire about availability. If NJHA can accommodate you, payment in full is due at the registration table via check or credit card. No exceptions.
- For program inquiries, please contact Nancy Winter at [nwinter@njha.com](mailto:nwinter@njha.com)
- For registration and payment inquiries, please call 609-275-4180 or email at [HRETEducation@njha.com](mailto:HRETEducation@njha.com)
- If you have a disability and need special accommodation, please contact 609-275-4180 or [HRETEducation@njha.com](mailto:HRETEducation@njha.com).

## CANCELLATION POLICY

- Cancellations must be received no later than three (3) days prior to Session 1.
- Cancellations received at least 3 days prior to Session 1 will receive a refund minus a \$250 cancellation fee.
- Refunds will not be issued for no-shows.
- To cancel, send an email with the name of the registrant(s) to [HRETEducation@njha.com](mailto:HRETEducation@njha.com).
- Registrants unable to attend may send an alternate. Alternate attendee information should be sent at least 48 hours in advance of Session 1 to [HRETEducation@njha.com](mailto:HRETEducation@njha.com)

# Center for Physician Leadership at NJHA

<b>Registration Start:</b>	COHORT 1: 3:30 p.m.	COHORT 2: 7:30 a.m.
<b>Program Start:</b>	COHORT 1: 4 p.m.	COHORT 2: 8 a.m.
<b>Location:</b>	<input type="checkbox"/> COHORT 1: St. Joseph's HealthCare System, Paterson, NJ	
	<input type="checkbox"/> COHORT 2: Inspira Health Network/Medical Center at Inspira Fitness Connection, Vineland, NJ	
<b>Fee:</b>	<input type="checkbox"/> Member: \$1,500/person	<input type="checkbox"/> Non-Member: \$1,750/person
<b>Seminar:</b>	EDU 1577	

## Payment by Mail or Fax

*(Please type information directly into this PDF form before printing. Copy form to add registrants.)*

**NOTE: FAX THIS SHEET PRIOR TO MAILING TO (609) 275-4271.**  
 Your registration will not be complete until payment has been received.  
 Payment must be postmarked no later than Nov. 3, 2015

## Online Credit Card Registration

To register online with a credit card, do not type into this form.  
 Instead click "Register for this Event" below.

<b>Registrant Name:</b>	<b>Additional Registrant:</b>
Job Title:	Job Title:
Degrees/Credentials (MD, RN, LNHA, etc.):	Degrees/Credentials (MD, RN, LNHA, etc.):
Email:	Email:
Phone number:	Phone number:
<b>Organization:</b>	<b>Additional Registrant:</b>
Organization Address:	Job Title:
City, State, Zip:	Degrees/Credentials (MD, RN, LNHA, etc.):
<b>Registration Contact:</b>	Email:
Contact email:	Phone number:
<b>Payment Information:</b> <input type="checkbox"/> Check <input type="checkbox"/> Credit Card	<b>Additional Registrant:</b>
Check / Credit Card No.:	Job Title:
Expiration Date:                      Security Code:	Degrees/Credentials (MD, RN, LNHA, etc.):
Name on credit card:	Email:
Billing Address: <i>(street, city, state, zip)</i>	Phone number: