



## Institute Overview

The Northwest Healthcare Leadership Institute applies a local lens to national health care priorities and imperatives. Participants will have the unique opportunity to collaborate with colleagues from across the region and learn the essential skills to lead dynamic organizations within a rapidly transforming industry.

### A graduate will be prepared to:

- Advocate, collaborate and adapt to succeed within a largely unknowable future.
- Achieve goals by leveraging individual leadership strengths and overcoming blind spots.
- Recognize how personal values, resilience and leadership behaviors impact organizational performance and health.
- Understand how to make strategic decisions given the economic realities and implications of the healthcare industry.

### A unique learning experience:

- The Institute curriculum is rooted in academics, but presented in a way that is practical and easily applicable. Sessions are highly interactive and focus on developing both the mindsets and the skills to lead in dynamic healthcare environments of all sizes.
- The collaborative nature of the Institute gives participants the ability to network and collaborate across a variety of disciplines and organizations in a safe and candid learning environment.
- Participants will complete two instruments--the Hogan Leadership Assessment suite and the Neurozone Brain Performance Diagnostic. Comprehensive and personalized results from both instruments will provide deep insight into leadership performance and resilience.
- Institute faculty is comprised of highly experienced leaders, clinicians and coaches who work with leaders in organizations of varying complexity and size.
- Participants will receive one hour of coaching between sessions from a core faculty member and have the opportunity to receive leadership coaching at a discounted rate during the program and six months after completion.

## Institute Structure

- The Institute is divided into two cohorts based on leadership experience and curriculum is tailored to maximize relevance and meaning for each cohort. Under the guidance of Institute faculty, participants will apply what they learn in each session to a leadership project at his/her home institution.
- Participants will attend four sessions in October, November, February and March, including a Friday evening dinner program associated with each session. Curriculum will build upon itself and connect between each session, so participants are expected to attend the Institute in its entirety.
- All sessions are from 8:00-5:00 and will occur in the Umpqua Plaza Building located at One SW Columbia, Portland, Oregon.

### Core Faculty

Barry Egener, MD, TFME

Lisa Goren, MS, Physician Engagement Consultant & Executive Coach

Steve Kinder, MPA, OHSU Division of Management

*More information on faculty at [www.tfme.org](http://www.tfme.org).*

## Ideal Participants

The institute is designed for experienced and emerging healthcare leaders in a variety of roles including but not limited to, board members, medical executive committee members, clinical chiefs, medical directors, service line leaders and department managers.

Participants should apply to one of the following two cohorts based on his/her leadership experience:

- **The Foundational Leadership Cohort** is designed for emerging leaders who have had clinical or technical training, but minimal leadership training and experience.
- **The Experienced Leadership Cohort** is designed for current leaders who are or will soon be “leaders of leaders,” perhaps overseeing several front line leaders or joining an organization’s senior leadership team.

## Session 1

# Conscious Leadership: Leading with Intention & Attention

**Date:** October 21st 2016 (Experienced Cohort) October 22nd 2016 (Foundational Cohort)

**Guest Faculty & Keynote Speaker:** Joni Mar, MCC, Healthcare Executive Coaches & Consultants

**Core Faculty:** Barry Egener, MD; Steve Kinder, MPA; Lisa Goren, MS

### Session Objectives:

- Review the expectations and outcomes for the Leadership Institute
- Identify the core attributes today's healthcare leaders need to embody in order to lead within an uncertain and dynamic environment
- Review Hogan Leadership Assessment results and gain a deeper understanding for how ones' values, motivations, strengths and blind spots impact leadership effectiveness
- Create a leadership action plan that supports personal growth and can be applied to leading a specific project within your organization

Prior to session one, participants will complete the Hogan Leadership Assessment suite and the Neurozone Brain Performance Diagnostic to provide personalized insight into opportunities to develop leadership capabilities, well being and resilience.

## Session 2

# Facilitating Collaboration: Coming Together Without Coming Apart

**Date:** November 11th 2016 (Foundational Cohort) November 12th 2016 (Experienced Cohort)

**Guest Faculty & Keynote Speaker:** Krista Hirschamnn, Ph.D., Director Practice Engagement, Lehigh Valley Health Network

**Core Faculty:** Barry Egener, MD; Steve Kinder, MPA; Lisa Goren, MS

### Session Objectives:

- Identify personal communication strengths and gaps
- Learn tools for managing disruptive behavior and conflict from leadership and institutional perspectives
- Build collaborative relationships within an organization and across competing institutions

## Session 3

# Healthcare Economics: Balancing the Big Picture with the Bottom Line

**Date:** February 3rd 2017 (Experienced Cohort) & February 4th 2017 (Foundational Cohort)

**Guest Faculty & Keynote Speaker:** Senior Leader from the Advisory Board Company

**Core Faculty:** Barry Egener, MD; Steve Kinder, MPA; Lisa Goren, MS

### Session Objectives

- Identify the core attributes today's healthcare leaders need to assess, interpret and guide in the increasingly fragile and uncertain economic environment
- Build an understanding of and practice aligning stakeholders on key financial strategies
- Develop capacity to anticipate the relative value of merger and acquisition strategies

## Session 4

# The Illusion of Control: Transforming How We Manage Change

**Date:** March 3rd 2017 (Foundational Cohort) & March 4th 2017 (Experienced Cohort)

**Guest Faculty & Keynote Speaker:** Anthony Suchman, MD., Founder & Senior Consultant Relationship Centered Health Care

**Core Faculty:** Barry Egener, MD; Steve Kinder, MPA; Lisa Goren, MS

### Session Objectives:

- Identify the components of complex adaptive change
- Understand how to operationalize and execute organizational change
- Collaborate on creating a culture that is resilient in the face of change
- Review the experience and outcomes of the Leadership Institute

## Application Process

Leaders can apply by sending the following materials:

- Curriculum Vitae
- 1-2 page letter from the Chief Medical Officer (or equivalent for your organization). The letter should indicate which cohort for which you are applying and outline the leadership roles and responsibilities you have had within the organization. The letter should highlight the reasons the program would benefit you and enhance your leadership impact within your organization and the Northwest region.
- 1-2 page personal statement indicating the goals you hope to achieve by attending this program

Approximate enrollment for each cohort is 15 participants. Program tuition is \$7,000 and includes the following: Four sessions and meals; one hour of faculty guidance between sessions; personalized results from the Hogan Leadership Assessment Suite and the Neurozone Brain Performance Diagnostic. Hotel accommodations are not included in tuition.

All application materials are due no later than **August 15, 2016**. Early applications are encouraged because acceptance into the Institute will occur on a rolling basis.

Address all application materials to Barry Egener, MD c/o The Foundation for Medical Excellence, One SW Columbia #860, Portland, OR 97258.

## Graduation and ACCME Accreditation Credits

Participants will receive a certificate of achievement and CME credits upon completion of all four sessions.

The Foundation For Medical Excellence is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

The Foundation For Medical Excellence designates this live activity for a maximum of **40 AMA PRA Category 1 credit(s)**.™ Physicians should claim only the credit commensurate with the extent of their participation in the activity.

### Who Is TFME?

The Foundation for Medical Excellence (TFME) was founded in Portland, OR in 1984 as a non-profit organization promoting excellence in healthcare and advancing sound health policy through education, collaboration and research. For more information regarding the organization, please review our website at [www.tfme.org](http://www.tfme.org)

**If questions, please contact TFME at 503 222-1960 or review the specific program information on the website at [www.tfme.org](http://www.tfme.org)**