

The Northwest Healthcare Leadership Institute advances community health within the Pacific Northwest by educating health care leaders in diverse roles, disciplines and organizations.

Purpose of the Institute

The Northwest Healthcare Leadership Institute applies a local lens to national healthcare priorities and imperatives. Its unique cross-institutional design prepares healthcare leaders in the Pacific Northwest to collaborate with peers to build a stronger, more innovative healthcare delivery system amidst unprecedented transformation.

A graduate will be prepared to:

- Advocate, collaborate, innovate 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.

Who should participate in this program?

The Institute is designed for current and future leaders in healthcare. Recognizing that healthcare leaders have different levels of experience and skills the Institute has two tracks:

- **The Foundational Leadership Track** is designed for emerging leaders who have had clinical training, but minimal leadership training and experience. Participants include new medical directors, managers or board members.
- **The Experienced Leadership Track** 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.

Both tracks are open to physician leaders and non-physician leaders in recognition that elevated organizational performance depends on integrating a variety of skill sets, experiences, and the ability to unify a diverse workforce.

The content areas include:

- Innovation practices and cultures
- Strategic collaboration
- Adaptive and complex change
- Leadership development and emotional intelligence

Sessions are highly interactive and focus on skill development. Specific attention to personal awareness will be a theme throughout the entire program because leadership effectiveness relies on highly evolved interpersonal skills and self-knowledge.

Core Faculty

Barry Egner, M.D., Medical Director, TFME

Lisa Goren, MS, Physician Engagement Consultant and Executive Coach

Find more information on faculty in the session descriptions and at www.tfme.org

What are the Institute Requirements?

In order to maximize learning in the classroom environment and within the workplace setting, participants will engage in several leadership development activities including:

- Attendance at four, one-day sessions (8:00 am-5:00 pm); one 1.5 hour webinar; four Friday evening dinners immediately following class or the evening before class. The September and November sessions will be held at Legacy Health System Epic Training Center in NW Portland. The October and January sessions will be held at the Oregon Medical Association in SW Portland.
- An applied project that the participant can complete within his/her organization.
- Two meetings with organization sponsor to align learning with organizational goals.
- Completion of two instruments prior to beginning the Institute – the Hogan Leadership Assessment and the Neurozone Brain Performance Diagnostic.
- Participation in three one-on-one leadership coaching sessions based on his/her learning goals and the results of both assessments.

Session 1

Conscious Leadership: Leading with Intention & Attention

Dates: September 15, 2017 (Foundational Cohort), September 16, 2017 (Experienced Cohort)

Guest Faculty & Keynote Speaker: Joni Mar, MCC, Healthcare Executive Coach and Consultant

Core Faculty: Barry Egener, M.D., and 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 1, 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

Dates: October 13, 2017 (Experienced Cohort), October 14, 2017 (Foundational Cohort)

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

Core Faculty: Barry Egener, M.D., and 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

Innovating Our Future: Transforming Mindsets to Transform Care

Dates: November 10, 2017 (Foundational Cohort), November 11, 2017 (Experienced Cohort)

Guest Faculty & Keynote Speaker: Guest Faculty & Keynote Speaker: Kat Esser, MID, Patient Experience Lab Director, Business Innovation Factory

Core Faculty: Barry Egener, M.D., and Lisa Goren, MS

Session Objectives:

- Understand the difference between improvement and innovation
- Learn mindsets and strategies for innovating in a variety of contexts
- Practice applying innovation tools to real life challenges

Session 4

The Illusion of Control: Transforming How We Manage Change

Dates: January 12, 2018 (Experienced Cohort), January 13, 2018 (Foundational Cohort)

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

Core Faculty: Barry Egener, M.D., and 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 a sponsoring executive or immediate supervisor. The letter should indicate the track 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 leadership goals you hope to achieve by attending this program and the valuable perspective you bring to the learning environment.

Maximum enrollment for each Track is 15 students. Program tuition for each track is \$7,000 which includes the four sessions, leadership coaching between sessions, meals during each session and two leadership assessments. *Hotel accommodations are not included in tuition.*

All application materials are due no later than **August 15, 2017**. Early applications are encouraged because acceptance into the Institute will occur on a rolling basis.

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

Graduation and ACCME Accreditation Credits

At the completion of the 4 sessions track, participants will receive a certificate of achievement and CME credits.

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

If questions, please contact TFME at 503 222-1960 or review the specific program information on the website at www.tfme.org

What graduates say about the program:

“As a whole, the Institute centered around how to lead change in our organizations. Everything was valuable, from increased self-awareness about our own leadership styles, strengths and opportunities to the changing market of healthcare.”

“It has considerably broadened my view of leadership, and given me a much broader range of tools I can use to be an effective leader.”

“Increased my self-awareness of the impact of my weaknesses on others.”

“I now define effective leadership as concentrating on the why as opposed to the how or what. The why is especially important to help guide leaders through the disruptions and uncertainty in the current state of medicine.”

“Every week I took away something essential that will impact me as a leader. Being a vulnerable and authentic leader was previously a ‘nice to have’ and something I aspired to. I now feel like I have the tools to be such a leader.”