

Physicians Lead!

Mark C. Lester, M.D., MBA, FACS, FACPE
Executive Vice President and Southeast Zone
Clinical Leader
Texas Health Resources
Arlington, Texas



Our vision

- Texas Health Resources, a faith-based organization, *joining with physicians*, will be the health care system of choice.



- **Physicians Lead!** leadership development program embodies this vision.

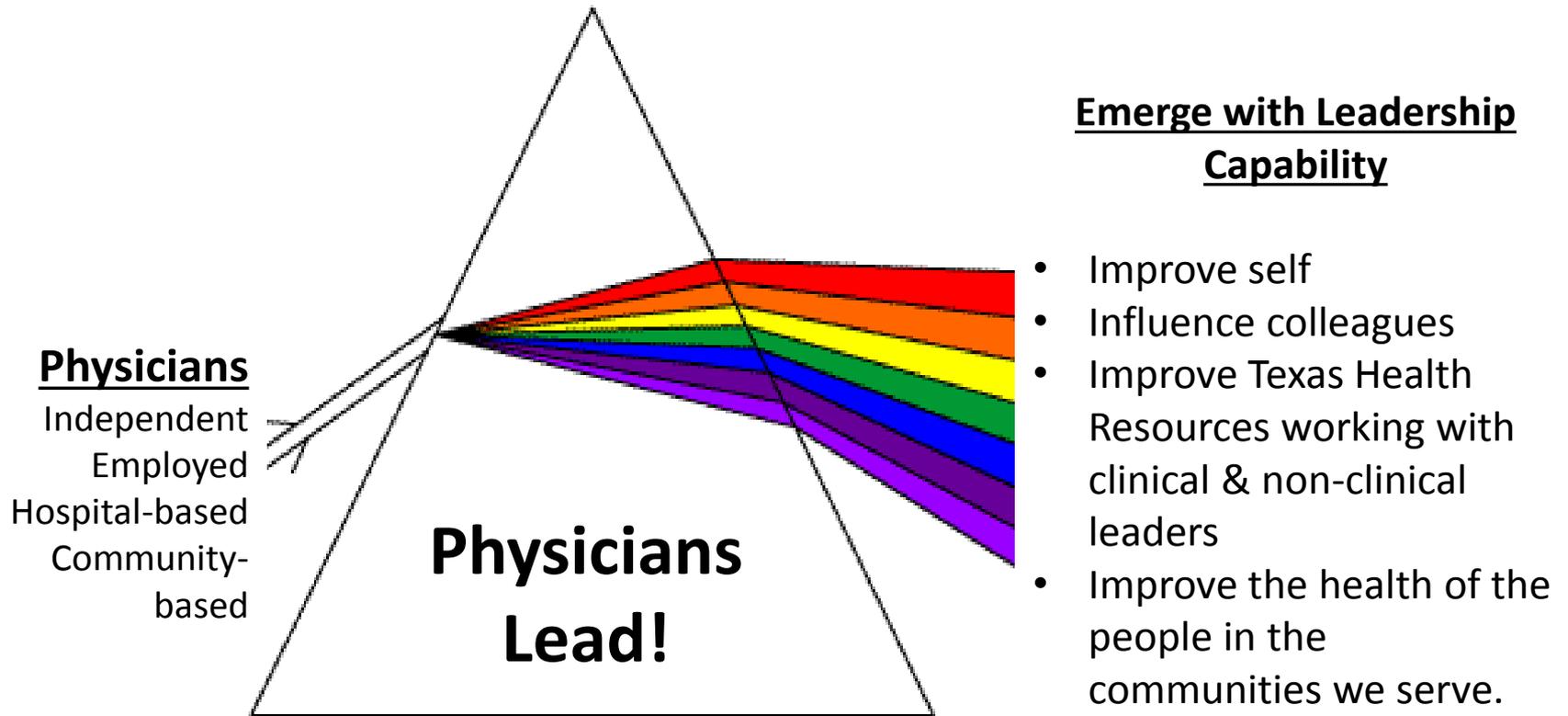
“Learning to lead is one of those personal capacities continuously improved by repeated application and accumulated experience.”

- Michael Useem, *The Leader’s Checklist* (2011)

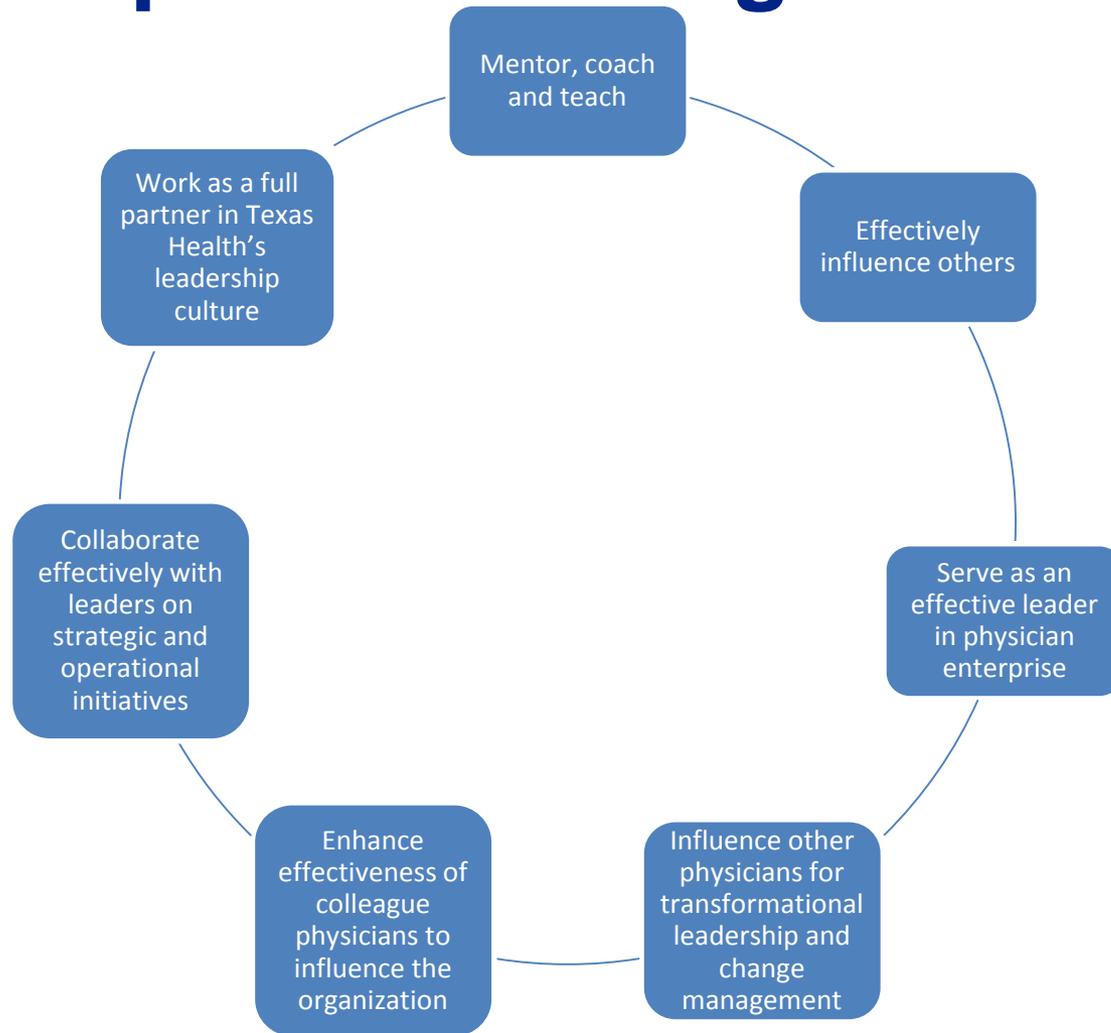
Physician role continues to evolve



Transformational learning experience



Seven capabilities for graduates



Our approach

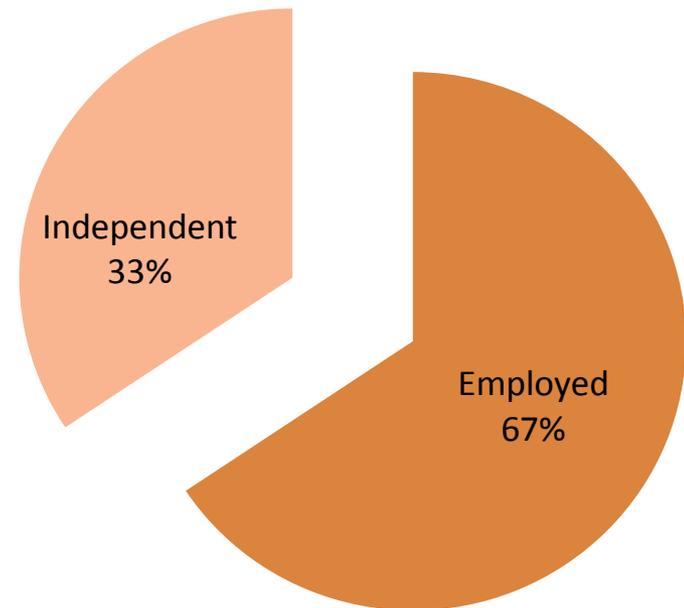


- Physician-led
 - Strategy, design and implementation
- Fully integrated into Texas Health Resources system
 - Reinforces Texas Health's Leadership Behaviors
- Program incorporates:
 - Health care industry and leadership training
 - Cohort-based experience and reinforcement
 - Executive coaching and assessments
 - Team-based action learning and projects

Program details

- 15-month program
- 107 CMEs earned
- 32 participants
 - Nearly half are primary care physicians
 - 11 specialists

Class breakdown



Developing behavioral competencies

- Coaching with MEDI
 - Executive coaching
 - Applying insights from leadership assessments
 - Leadership development planning
 - Peer coaching
- Action learning through Texas Health Resources University
 - Develop solutions for a system-level opportunity for improvement
 - Teamwork
 - Running meetings
 - Project management
 - Presentation skills



Health care and leadership knowledge

- Leadership fundamentals
- The Joint Commission perspective
- Population health
- Emotional intelligence
- Quality
- Finance
- Conflict management
- Strategic thinking
- High reliability
- Critical thinking
- Innovation, change and accountability
- Aligning action, vision and behavior
- Negotiation



How to Succeed as a Physician Leader



Three critical but underutilized leadership principles

- **“Honor the Room”**: Frequently express your confidence in and support for those who work with and for you.
- **Communicate Persuasively**: Communicate in ways that people will never forget; simplicity and clarity of expression help.
- **Place Common Interest First**: In setting strategy, communicating vision and reaching decisions, common purpose comes first, personal self interest last.”

Michael Useem, The Leader's Checklist (2011)



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Collaboratively leading to an optimistic future – in any role at every moment.



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TexasHealth.org

MarkLester@texashealth.org