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PHYSICIAN LEADERSHIP

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Physician leadership relates to developing emerging leaders at all levels of health care organizations. Regardless of the industry domain, the developmental nature of leadership requires experiential learning that sensitizes the leader to the different contexts they encounter. Leadership development includes learning reflective practice, relationship building, and forming a community of like-minded leaders. Learning how to lead is an intricate and dynamic process, involving a readiness to change roles, giving leadership to others, and a keen sensitivity to awareness. Leadership involves a diversity of stakeholders in which the physician leader initiates the conversations. This requires an open systems mindset and the ability to go beyond technical specifics to influence a wider, inter-disciplinary team in health care context. Teaching physicians reflective practice in this era of distractability is one of the challenges of leadership development.

The best way to address the barrier of distractability is to improve the meta-cognitive skills of the individual. Physicians may excel at problem-solving in a specific area of medicine, yet leadership requires a very different way of thinking and learning. Leadership development is a combination of experiential learning and programmed learning, including the conceptual frameworks of leadership together with a practice field to integrate and apply the skills of leadership, such as self-discovery of leadership identity and a movement towards mindfulness. Integral to this learning is the support of other leaders in the community, who provide a mixture of collegiality and shared learning that helps to sustain the leader's growth. The purpose of this paper is to suggest ways of learning physician leadership in 2018.

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