

Leading 21st century healthcare

National Center For Healthcare Leadership

Human Capital Investment Conference 2012

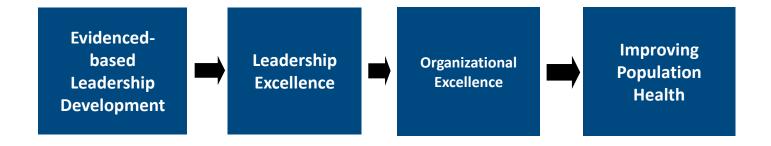
Leveraging Leadership





NCHL Vision

 Improve the health of the population through leadership and organizational excellence





The Work of NCHL





I. Building the Evidence Base

Priority Area	Activities
#1 What competencies will <u>future</u> <u>leaders / leadership</u> require?	 Future trends analysis, thought leadership interviews, practitioner feedback
#2 <u>Which</u> leadership practices are most important for achieving <u>specific</u> <u>organizational outcomes</u> ?	Leadership Index researchOrganizational Excellence CouncilHuman Capital Investor Conference
#3 How can <u>technology</u> best enhance leadership development?	 Practice research: applications of simulation and modeling to developing health and healthcare leaders Virtual Leadership Academy project
#4 How can leadership teams better reflect the communities they serve?	 Women in senior leadership: Analysis of pathways, barriers, and opportunities Leadership in Diversity & Inclusion
#5 How can leaders collaborate more effectively across the entire health system?	ReThink Health collaboration



II. Creating Collaborations

Bringing leaders together, finding common ground, strengthening other organizations' work and support of their own leaders

- Organizational membership program: The Leadership Excellence Network
- Demonstration & service projects



III. Recognizing Leadership Excellence & IV. Influencing Practice

- Identifying promising leadership development practices, accelerating their dissemination to the broader field
- Event sponsors
- Event participants

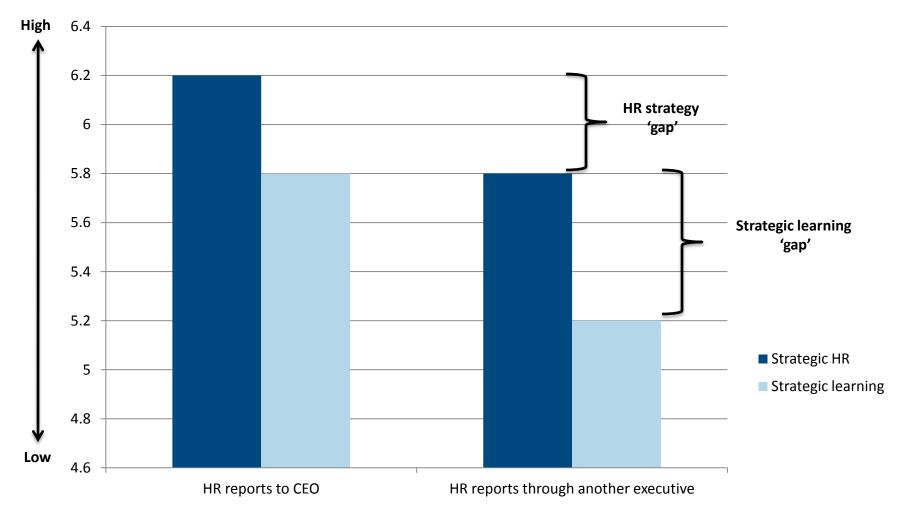


Leadership practices matter to organizational outcomes

VBP process-of-care subscale (r = .12)	VBP experience-of-care subscale (r=.21)
Succession planning: medical leadership & administration	Behavioral & competency-based interviews for hiring
Manager accountability for performance management	360-degree feedback: medical, nursing, and administrative leadership
Leadership learning and development aligned with organization's strategic goals and priorities	Leadership learning and development aligned with organization's strategic goals and priorities
	Manager accountability for developing direct reports
	Metrics for succession planning

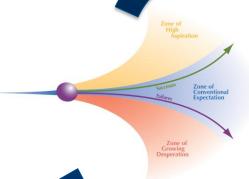


HR positioning matters to strategic execution





Today's Program



Culture Change & Innovation

Cone Health

Cultural Transformation Drives
Breakthrough Performance
R. Timothy Rice, CEO
Joan Evans, Vice President, People
Development & Chief Learning Officer

Holy Family Memorial Roadmap to Results Mark Herzog, President & CEO Laura Fielding, Administrative Director

Froedtert Health

Creating a Workplace of Choice
Catherine Jacobson, President & CEO
John Pandl, Chief Learning Officer

Hospira

Ignite Programming Sparks the Fire Within Its Employees Thomas Moore, President, Hospira US Pamela Purvear. Vice President

Stanford Hospital & Clinics

Rapid Culture Change in an Academic Medical Center; This is Not an Oxymoron Amir Dan Rubin, President & CEO Todd Prigge, Director

Henry Ford Health System

Building an Advanced Leadership Academy
Robert Riney, President & COO
Marwan Abouljoud, MD, Director, Henry Ford
Medical Group Physician Affairs
Kathy Oswald, Senior Vice President & Chief
Human Resource Officer

Diversity & Inclusion

Piedmont Healthcare

The Gender Gap in Healthcare

Rod Odom, Jr., Board Director, Piedmont

Michele Molden, Executive Vice President & Chief Transformation Officer

Sodexo

Makina Every Day Count

Patrick Connolly, COO & President of Healthcare Market

Karen Penn, Market Vice President for Diversity

Clinical & Interdisciplinary Leadership Development

North Shore-LIJ Health System

Physician Leadership Development for the

New Healthcare Environment Michael Dowling, President & CEO

eremy Boal, MD, Senior Vice President & Chief

Medical Officer

Joseph Cabral, Senior Vice President & Chief Human Resource Officer University of Pennsylvania Health System
Our Rig Ideas - Increasing the Canacity for

Our Big Ideas – Increasing the Capacity for Innovation in Penn Medicine

Kevin Mahoney, Vice Dean, Senior Vice President

& Chief Administrative Officer
Judy Schueler, Vice President





Conference Format

- Brisk presentations
- Hold to the times indicated
- Short transition times
- Q&A opportunities during the breaks



Leadership development is a long-term investment

 "If you're short on bench strength today, it's because your predecessors were asleep at the wheel 10 to 15 years ago"

- Michael Lombardo

