

Available Presentations

Herding Cats: A Practical Approach to Group Governance

This program is designed for professionals seeking strategies to improve the effectiveness of their group's governance with practical tools and measurements. This 60-75 minute program addresses the causes of "Governance Disorder Syndrome," the need for effective governance, how to move your group towards a system that works, and pitfalls to avoid.

Learning Objectives include:

- Learn how to get your group to make decisions and stick with them.
- Keep your Board focused on matters relating to governance—not management.
- Examine innovative ways to enhance your Board's performance through redesigning function, structure and composition.

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Leading Leaders

Effective leadership usually means the difference between the success and failure of any organization. Leadership is even more important in high-talent organizations such as medical groups where leaders have limited authority over the persons they are supposed to lead. This 60-75 minute program shows you how to leverage the assets of the talented and powerful members of your group.

Learning Objectives include:

- Understand why both management and leadership are essential for success.
- Learn how to carefully manage relationships to achieve results.
- Understand the tasks of leadership and how to implement them in your organization.

Putting the Fun Into Dysfunction: Improving Group Cohesion

No medical group is so talented, no practice so unified, no clinic so successful that it is immune to internal conflict and dysfunctional physician behavior. Misunderstandings arise. Personalities clash. Petty irritations mount. For groups to be successful, physicians must resolve and move past these conflicts. This 60-75 minute program teaches the manager how to create a partnership and build an effective physician team.

Learning Objectives include:

- Identifying the sources of dysfunctional physician behavior.
- Identifying dysfunctional rules that increase conflict.
- Options for resolving conflict and reducing dysfunctional physician behavior.

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Intergenerational Conflict Between Physicians: Bridging the Divide

This program addresses the various issues that divide young and old physicians in medical groups and offers alternatives to resolve these issues. The 60-75 minute program shows medical group leaders how to reduce the divide between young and old physicians and is laced with numerous “real life” medical group anecdotes.

Learning Objectives include:

- Understand the differences between generations and why intergenerational conflict occurs.
- Identify issues that typically cause conflict between younger and older physicians (call, compensation system, leadership).
- Discuss alternatives to resolve these issues.

Seize Your Future: Strategic Planning for Medical Groups

With today's fast changing environment, and the significance of needed decisions, planning for the future is especially critical for medical groups. No matter what future you foresee, long-range, strategic planning is essential to identify where you want to go, and how to optimally utilize your resources to get there. This 60-75 minute program addresses the need for, process of and benefits from strategic planning.

Learning Objectives include:

- Learn why strategic planning is the best method to optimize resource allocation and achieve job security and satisfaction.
- Overcome obstacles to planning, get physicians involved and make sure the effort pays off.
- Learn how to conduct a strategic planning session for your group.