

Leadership Effectiveness

Effective leaders assess and develop capacity to lead self and teams, develop people, articulate a vision and create transformational strategy and organizational change with an ability to adapt to the constantly changing academic medical environment.

- A. Relationship Management – relates to others by demonstrating self-awareness, listening, empathy, and adjusting to others to build relationships over time**
- B. Leading Productive Teams – effectively leads teams to achieve impactful outcomes by aligning goals, priorities, performance and communication**
- C. Leading Transformation – facilitates annual goal setting and long-term strategy with knowledge of external government, regulatory, and industry trends with accurate internal capacity for change**

Key Readings:

1. *A Physician Guidebook to The Best Patient Experience*, Bo Snyder
2. *Crucial Conversations: Tools for Talking When Stakes are High*, Second Edition, Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler
3. *Developing Physician Leaders for Successful Clinical Integration*, Carson F. Dye, FACHE and Jacque J. Sokolov, MD
4. *Drive: The Surprising Truth About What Motivates Us*, Daniel Pink
5. *Emotional Intelligence 2.0*, Travis Bradberry
6. *Getting To Yes: Negotiating Agreement Without Giving In*, Roger Fisher and William Ury
7. *Give and Take: Why Helping Others Drives Our Success*, Adam Grant
8. *Growing Leaders in Healthcare: Lessons from the Corporate World*, Brett D. Lee, PhD and James W. Herring, PhD
9. *Influential Leadership: Change Your Behavior, Change your Organization, Change Health Care*, Michael Frisina, PhD
10. *Leading a Patient-Safe Organization*, Matthew J. Lambert III, MD
11. *Leading Others, Managing Yourself*, Peter McGinn, PhD
12. *Leading Transformational Change: The Physician-Executive Partnership*, Tom Atchison, EdD, Joseph S. Bujak, MD
13. *Leading: Top Skills, Attributes and Behaviors Critical for Success* (AAMC Successful Medical School Department Chairs Series), American Association of Medical Colleges
14. *Learning to Lead in the Academic Medical Center*, Jeffrey Houpt, Roderick Gilkey, Susan Ehrinhaus
15. *Multipliers: How the Best Leaders Make Everyone Smarter*, Liz Wiseman
16. *On Whose Shoulders We Stand: Lessons from Exemplar Medical Educators*, *Advances in Health Sciences Education*, Maurice A. Hitchcock and William A. Anderson
17. *Prescription for Lasting Success: Leadership Strategies to Diagnose Problems and Transform Your Organization*, Susan F. Reynolds, MD, PhD
18. *Servant Leadership Roadmap: Master the 12 Core Competencies of Management Success with Leadership Qualities and Interpersonal Skills* (Clinical Minds Leadership Development Series), Cara Bramlett, PA-C
19. *Start with Why: How Great Leaders Inspire Everyone to Take Action*, Simon Sinek

20. *Strategic Management of Healthcare Organizations: A Stakeholder Management Approach*, Jeffrey S. Harrison
21. *Strengths-Based Leadership: Great Leaders, Teams and Why People Follow*, Tom Rath and Barry Conchie
22. *Team of Teams: New Rules of Engagement for A Complex World*, General Stanley McChrystal, Tatum Collins, David Silverman, Chris Fussell
23. *Teaming: How Organizations Learn, Innovate and Compete in the Knowledge Economy*, Amy Edmondson
24. The Best Leaders Are Great Teachers, *Harvard Business Review*, Sydney Finkelstein
25. *The First 90 Days: Critical Success Strategies for New Leaders at All Levels*, Michael Watkins
26. *The Five Dysfunctions of a Team*, Patrick Lencioni
27. *The Leader as a Mensch: Become the Kind of Person Others Want to Follow*, Bruna Martinuzzi
28. *The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations*, Jim Kouzes and Barry Posner
29. *The Leadership Pipeline: How to Build the Leadership Powered Company*, Ram Charan, Steve Drotter, Jim Noel
30. The Secrets of Great Teamwork, *Harvard Business Review*, Martine Haas and Mark Mortensen

Online Learning:

1. Performance Management: Harvard ManageMentor: <https://hbr.org/product/performance-management-a-harvard-managementor-curated-collection/567805-BUN-ENG>
2. Emotional Intelligence 4 Part Online Course, BuckeyeLearn: <https://gatewaytolearning.osu.edu/leadership-development/available-classes-buckeyelearn>
3. Social Awareness Strategies for Personal and Professional Success, Leadership Academy Express recording: <https://mediasite.osu.edu/Mediasite/Play/791e490473f846e0ae52351b9ee743f71d?catalog=788aa9de-368c-4281-a565-454354a1738b>
4. Relationship Management, Leadership Academy Express recording: <https://mediasite.osu.edu/Mediasite/Play/8a2da89fa19c4cf8b480c6c79bdd03c41d?catalog=788aa9de-368c-4281-a565-454354a1738b>
5. Emotional-Awareness: The Secret to Thriving, OSU Employee Assistance Program recording: <https://carmenconnect.osu.edu/p8guen9gyid/?launcher=false&fcsContent=true&pbMode=normal>
6. Why Aren't We More Compassionate? Daniel Goleman, TEDTalk: https://www.ted.com/talks/daniel_goleman_on_compassion
7. Difficult Conversations, Leadership Academy Express recording: <https://mediasite.osu.edu/Mediasite/Play/ca7023131d014d60af95559fe75efca51d?catalog=788aa9de-368c-4281-a565-454354a1738b>