The demands on the physician leader are continually changing. The knowledge, skills, and behaviors of the physician leader required for success in today’s climate are changing too.

**The characteristics of a physician leader:**

- **Holistic perspective**
  - the ability to think strategically

- **Collaborative**
  - a team-oriented player

- **Outcomes-focused**
  - understands and values data

- **Consensus-builder**
  - inclusive of all stakeholders

- **Asks, listens, and values other voices**

- **Authentic and transparent**
  - shares the “why”

**Must-haves for physicians who aspire to leadership roles:**

- A strategic understanding of the complexity of the health care environment.
- Interpersonal skills – the ability to manage people.
- Conflict resolution and negotiating skills
- An understanding of business and finance

**Shifting into leadership mode:**

- **Focus**
  - Individual patient
  - Community health

- **Care**
  - Fragmented, episodic treatment
  - Coordinated, longitudinal care

- **Goal**
  - Treating sick
  - Achieving wellness

- **Rewards**
  - Volume driven (FFS)
  - Value, outcome driven

- **Setting**
  - Institutional base; hospital oriented
  - Community based; range of settings

- **Leadership**
  - Managing departments/divisions
  - Systems thinking/integrated processes

Interested in learning how Physician Leadership 360 could work for your hospital?

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