



Knowing Your Self Personal Leadership and Working with Others

Modules

- 1. DiSC Knowing Yourself**
 - Completion of DiSC Leadership Assessment
 - Understand personal leadership strengths and areas of opportunities
- 2. Personal Leadership Effectiveness**
 - Recognize and employ attributes of highly effective leadership
 - Reflect on the essential personal leadership skills necessary to affect change and improve performance
- 3. Goal Setting**
 - Understand the purpose in goal setting for a leader
 - Review and practice the components of SMART goal setting and apply SMART goal components to set a personal and professional goal
- 4. Emotional Intelligence**
 - Identify personal attributes important in effective leaders and develop techniques to foster their emotional intelligence
 - Explore the four key components of EQ and practice skills necessary to grown EQ
- 5. Essential Components of Effective Communication**
 - Recognize that leadership style is directly connected to your communication style
 - Recognize that the overall purpose of communication it to make a connection with the person or people you are communicating with
- 6. Difficult Conversations and The Art of Effective Feedback**
 - Demonstrate knowledge in the application of preparing for a difficult conversation
 - Develop communication awareness to recognize situations where negative feedback is needed and apply positive tactics for successful delivery
- 7. Building an Effective Team**
 - Learn to match appropriate roles and responsibilities to players to maximize ability to resolve problems
 - Establish a team culture for all player roles to flourish resulting in problem resolution
 - Discover and employ practical skills in collaborative leadership to guide health care teams

8. Understanding Team Dynamics and Addressing Team Conflict

- Explore challenges of creating and supporting diverse and representative teams in health care
- Using what you know about your team's personalities and styles to complement team success

Integrating the Environment and Driving Forward

9. Adaptive Leadership

- Differentiate between adaptive work and technical work
- Discuss the importance of identifying the four faces of danger: Marginalization, Diversion, Attach and Seduction
- Explain the steps of adaptive work summary model

10. Leading Through Change and Transition

- Understand the basics of change and transition and how to lead effectively through change
- Learn to build change coalitions
- Apply Kotter's steps of change and bridges phases of transition

11. Value Base Care Explanation

a. Value Based Care Overview

- Understand core knowledge of VBC (definitions, application) of cost, quality, and risk
- Understand reporting and *utilizing* quality, cost, and risk data to improve care delivered to a patient population

b. Understanding Risk in Value-Based Care

- Identify types of risk important in value-based care
- Understand value-based payment arrangements and the potential implications for your organization

c. Appreciating the Quadruple Aim in Action

- Cost, revenue, and their role in VBC
- Align quality care with efforts to address and reduce cost
- Appreciate the role variation plays in delivering value-based care

12. Quality Improvement

- Explore the quality improvement process and its application for clinical and organization improvement
- Review how to create and clinically analyze a problem statement and evaluate the current state using observation and the 5 whys tools

Continuing Medical Education (CME) Credit Designation:

The Interstate Postgraduate Medical Association designates this activity for a maximum of 28 AMA PRA Category 1 Credit(s)TM. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Digital Certificates of Completion:

Digital Completion Certificates are issued to learners who have successfully completed 80% of the Virtual Content Modules and attended 75% of the In-Person Meetings.