



American College of
Healthcare Executives
for leaders who care®

Successfully Leading Change

Presented by:

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Chairman-Elect
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Presentation Overview



ACHE 2011 Update

**Leadership for
Healthcare Reform**

ACHE 2011 Update



Mission, Vision and Values

The **vision** of the American College of Healthcare Executives is to be the premier professional society for healthcare executives dedicated to improving healthcare delivery.

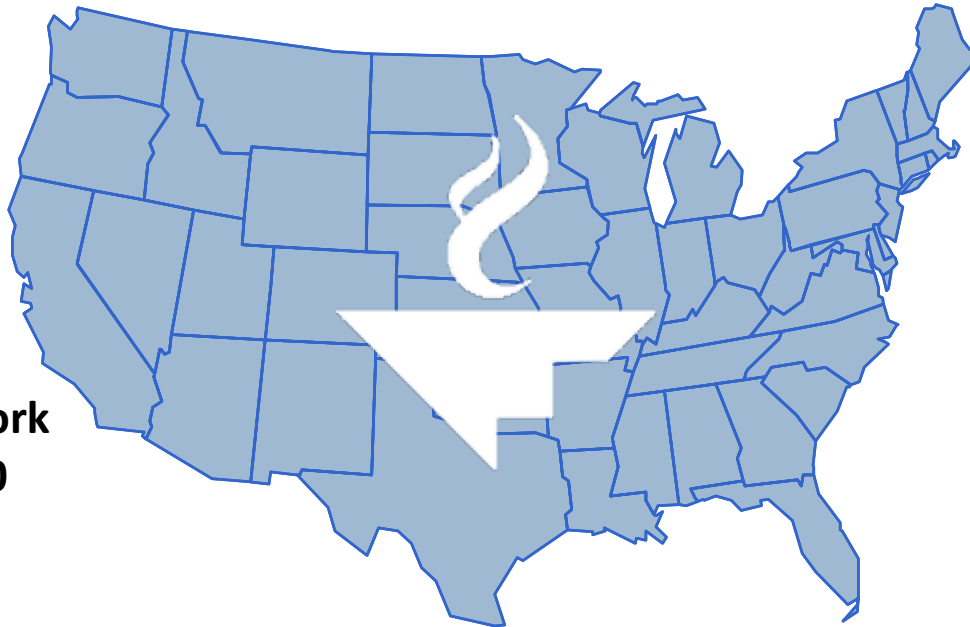
The **mission** of the American College of Healthcare Executives is to advance our members and healthcare management excellence.

The **values** are integrity, lifelong learning, leadership and diversity.

A Brief Look at ACHE

Serves more than 40,000 healthcare executives

Established network of more than 80 chapters



International professional society

2011 Revised Strategic Plan

Prestigious FACHE® credential

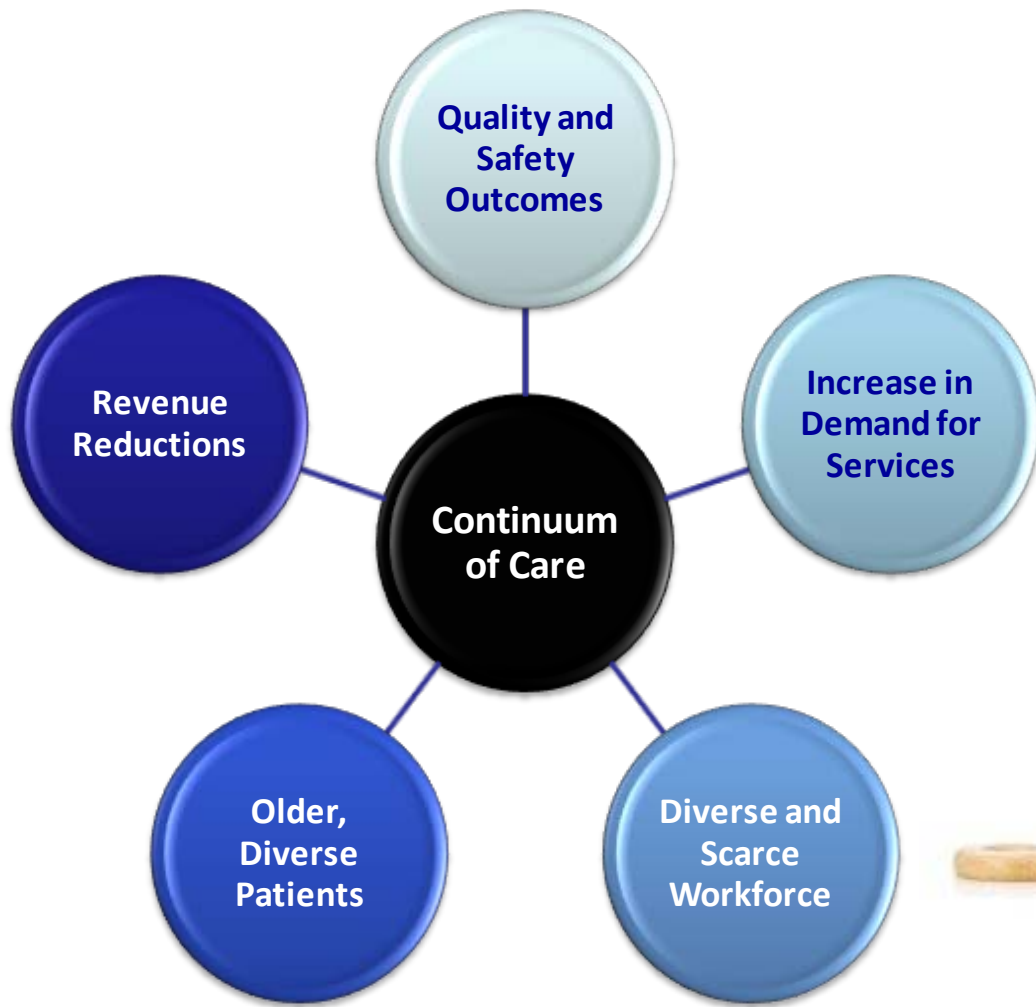
Leadership for Healthcare Reform



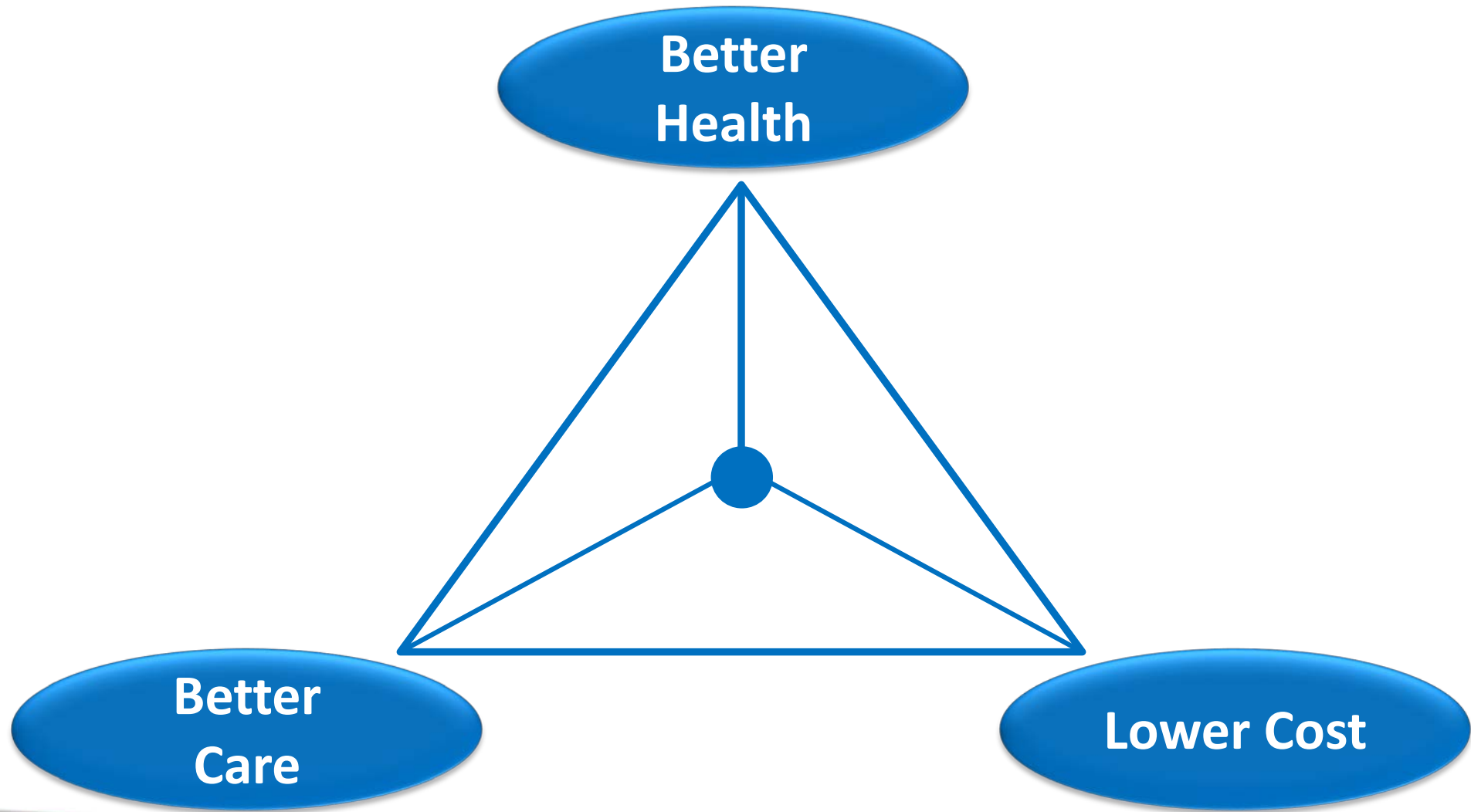
What is Unique about Healthcare Leadership?

- Values-based, mission-driven industry
- Breadth of “customers”
- Demand and supply dynamics for critical talent requires that leaders create climates that attract and retain top talent in a highly competitive market
- Complexity and mix of independent constituencies requires higher levels of influence and consensus-building than most leadership roles

Healthcare Reform Focus



The Triple Aim



The Triple Aim

What It Will Take

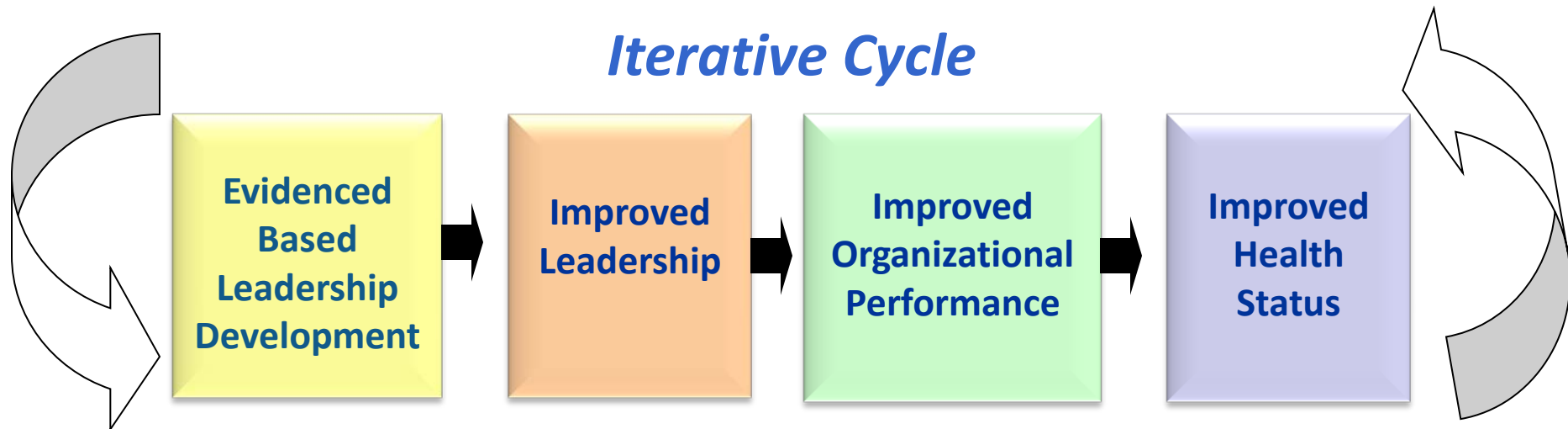
- New Care Models
- New Business Models
- A Commitment to Equity and Diversity
- New Assumptions
- **New Leadership**

New Assumptions

- Health care systems can be sustained with modest annual cost increases
- There is enough capacity in the system to provide equitable, high-quality care to all
- Solutions to national problems will be designed and implemented at the local level

Leadership Competencies

Optimize the health of the public through leadership and organizational excellence



Collaborative Leadership

Command & Control

- Hierarchy
- Decisions at Top
- Financial Accountability
- Status Quo

Consensus

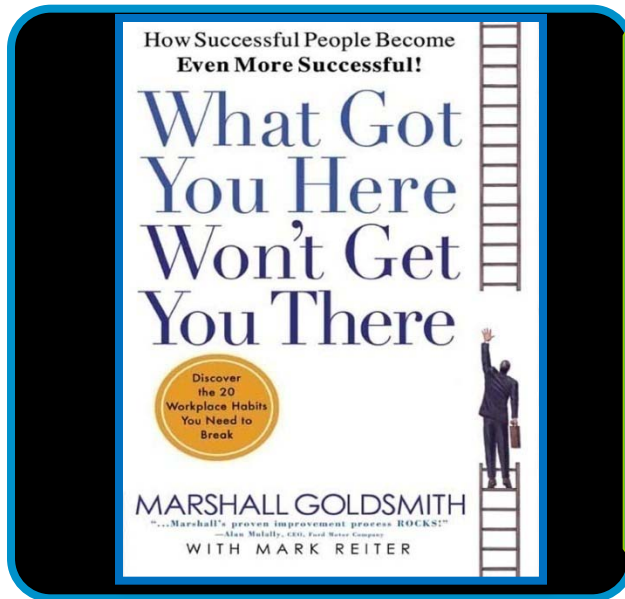
- Matrix and Small Groups
- Everyone has Equal Authority
- Many Performance Indicators
- Slow Innovation

Collaboration

- Organizational-wide Networks
- Directed Decision-Making by Collaborative Leaders
- Achieve Shared Goals
- Creativity and Innovation

Collaborative Leadership Competencies

“The leader of the past knows how to tell. The collaborative leader of the future knows how to ask.”



- Focus on 20 habits that can hold you back
- Emphasis on communication and listening
- Prescription for how to change your behavior

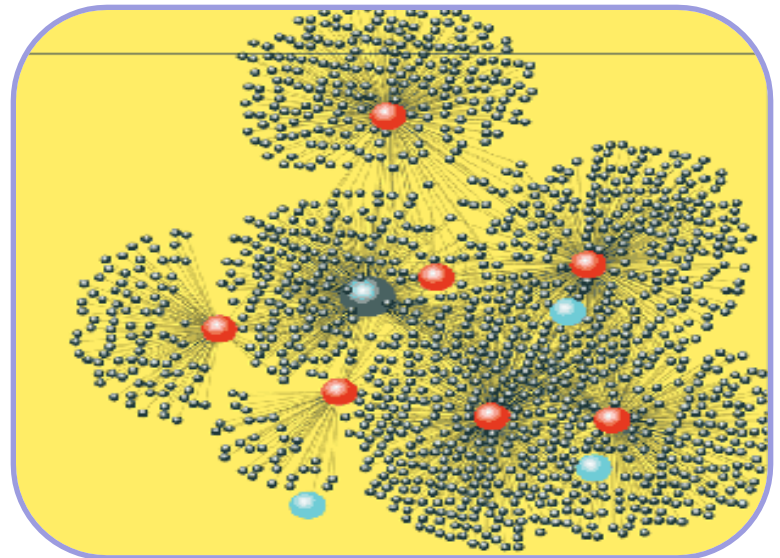
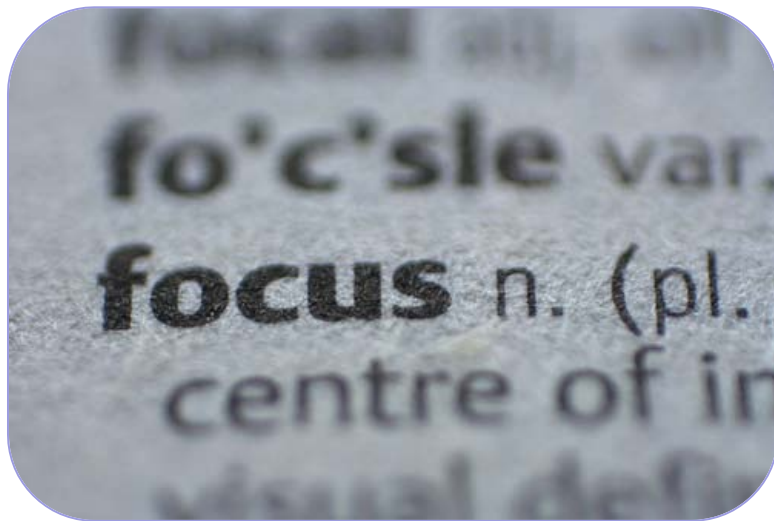
Listening

- The Exercise
- To Do's:
 - Focus
 - Don't judge: Thank you
 - Is it worth it?
- A Glaring Paradox
- The skill that separates the Near Great from the Great



Collaborative Leadership Competencies

- Flexibility of focus
- Embracing complexity
- Be a multiplier



Leadership Focus in the New Era

- Putting the patient first
- Understanding the social network
- Unleashing innovation

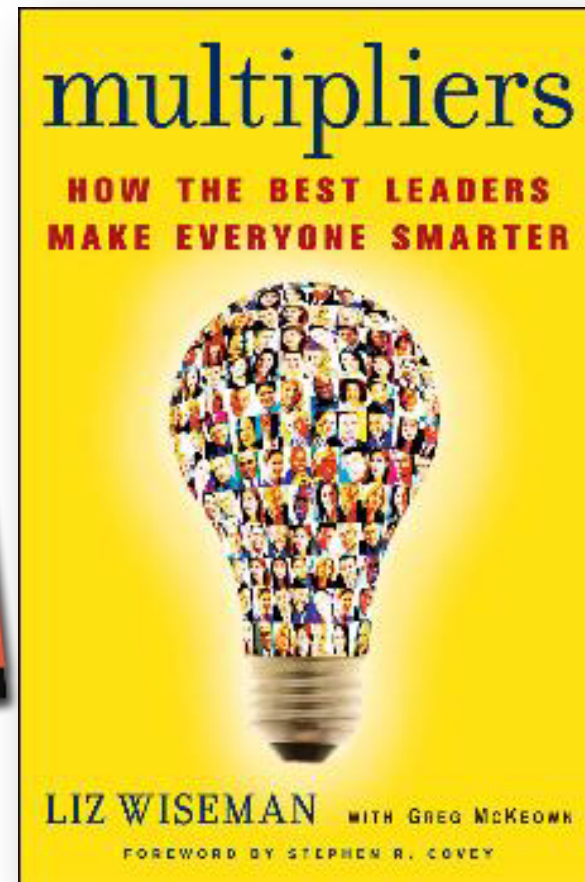
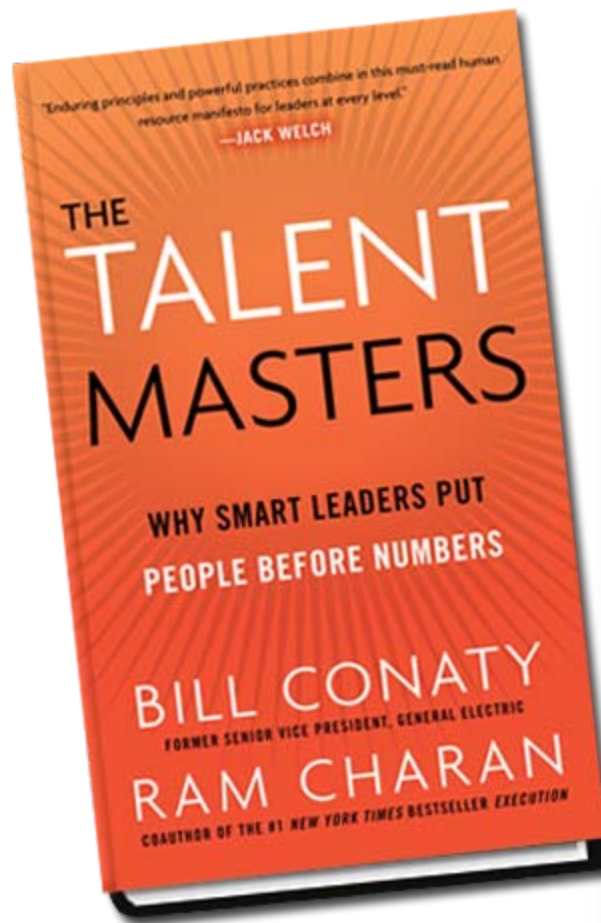
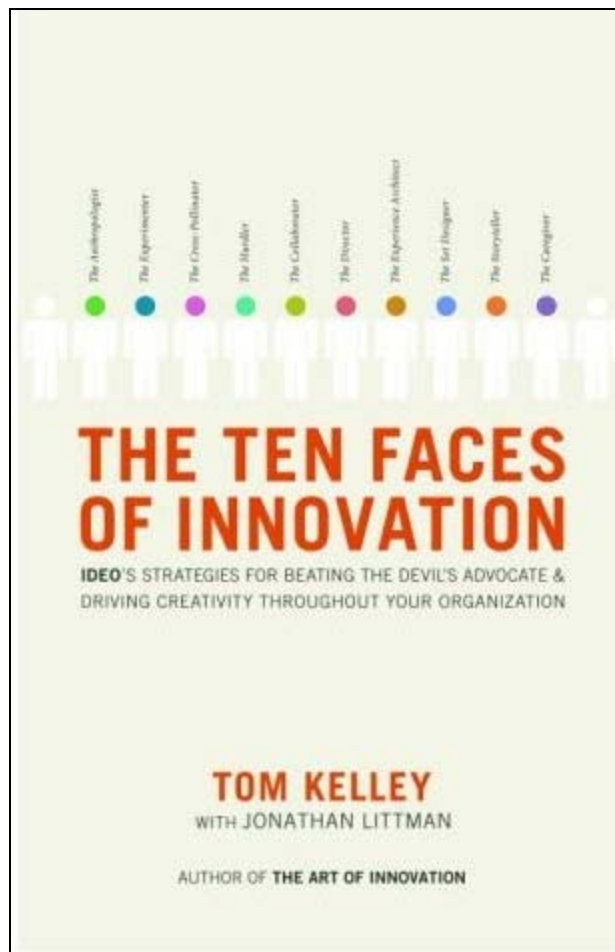


Leadership Focus in the New Era

- Creating high performing teams
- Managing talent



My Latest Book Picks





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Questions....

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