

Careers in Medical Leadership and Management

Prof Fiona Mason

Associate Registrar - Leadership & Management, RCPsych
Board and Council Member, FMLM
Associate - The Living Leader



The cat drawing test

General Medical Council

Leadership and management for
all doctors

2012



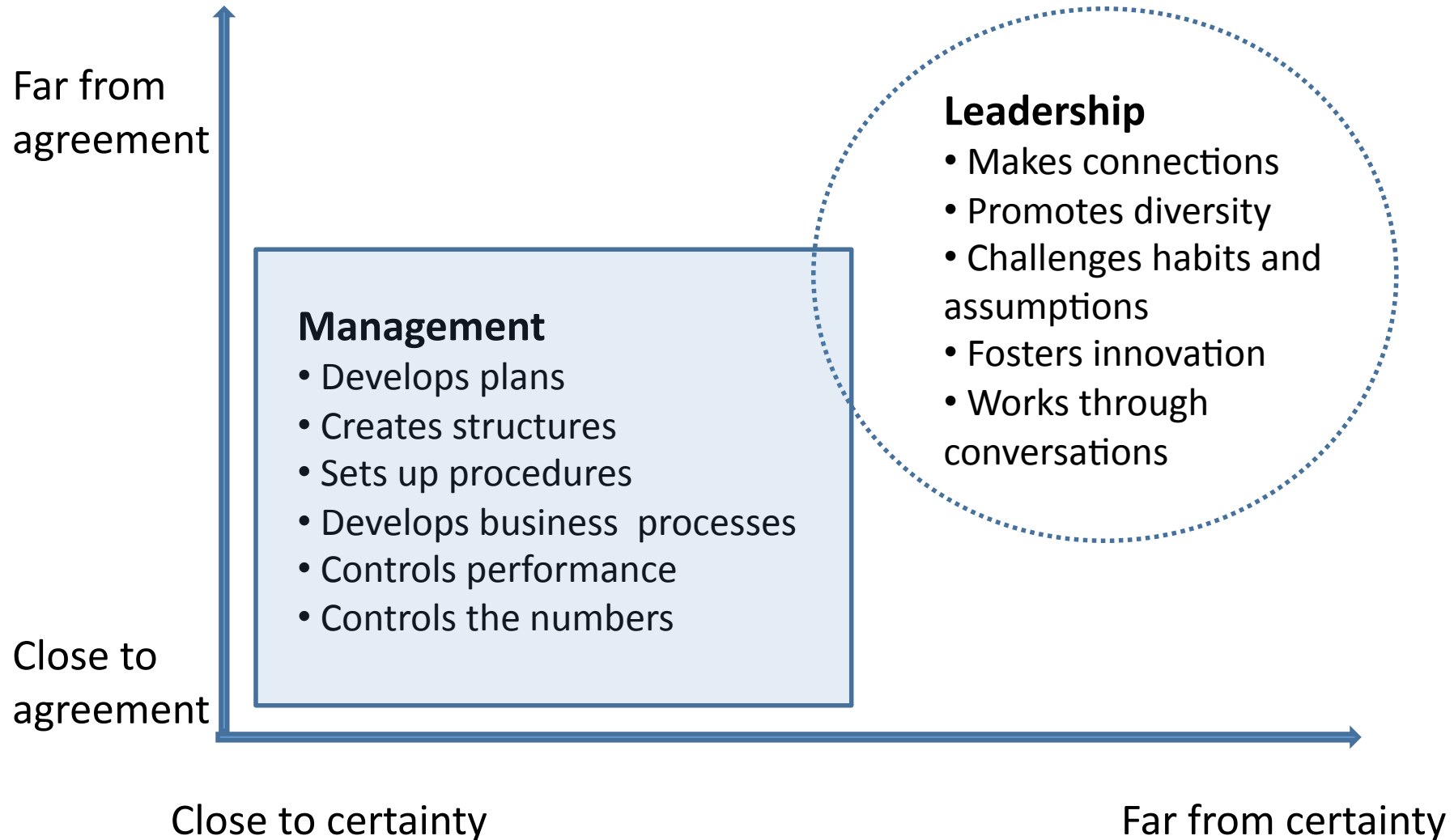
OP74: Role of the consultant
psychiatrist. Leadership and
excellence in mental health
services

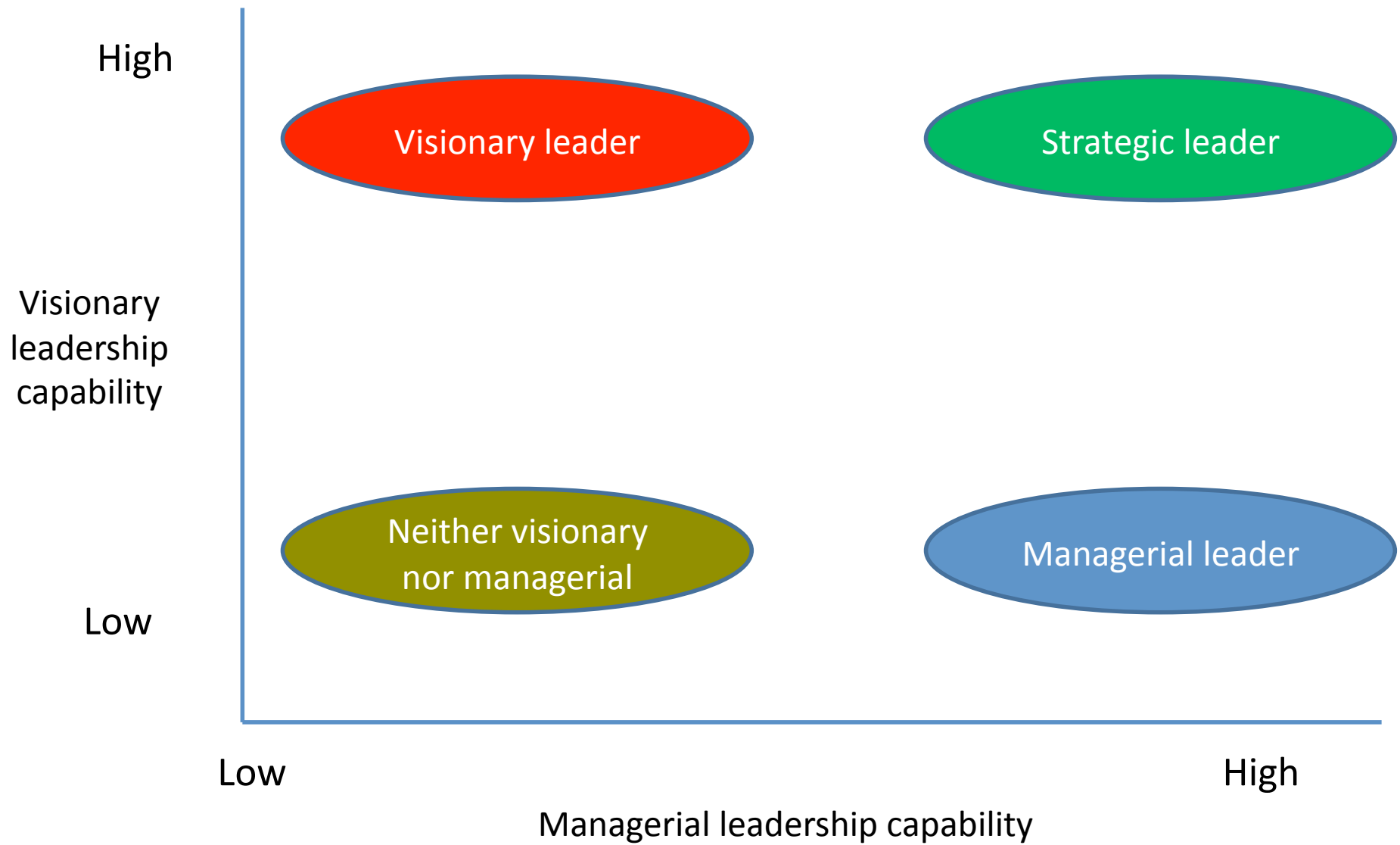
June 2010

OP80: Leadership and
Management study guide

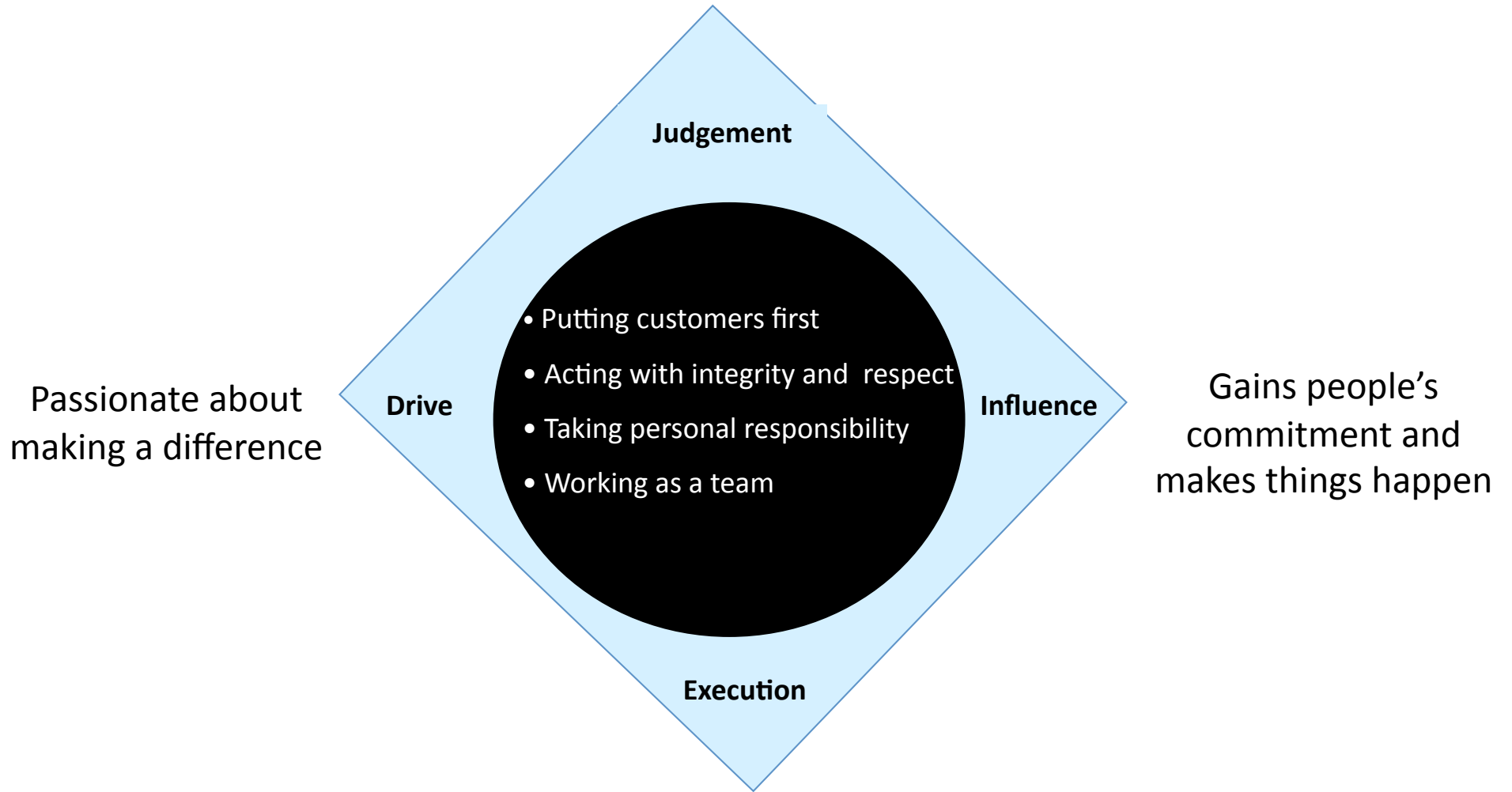
March 2012

Leadership v management





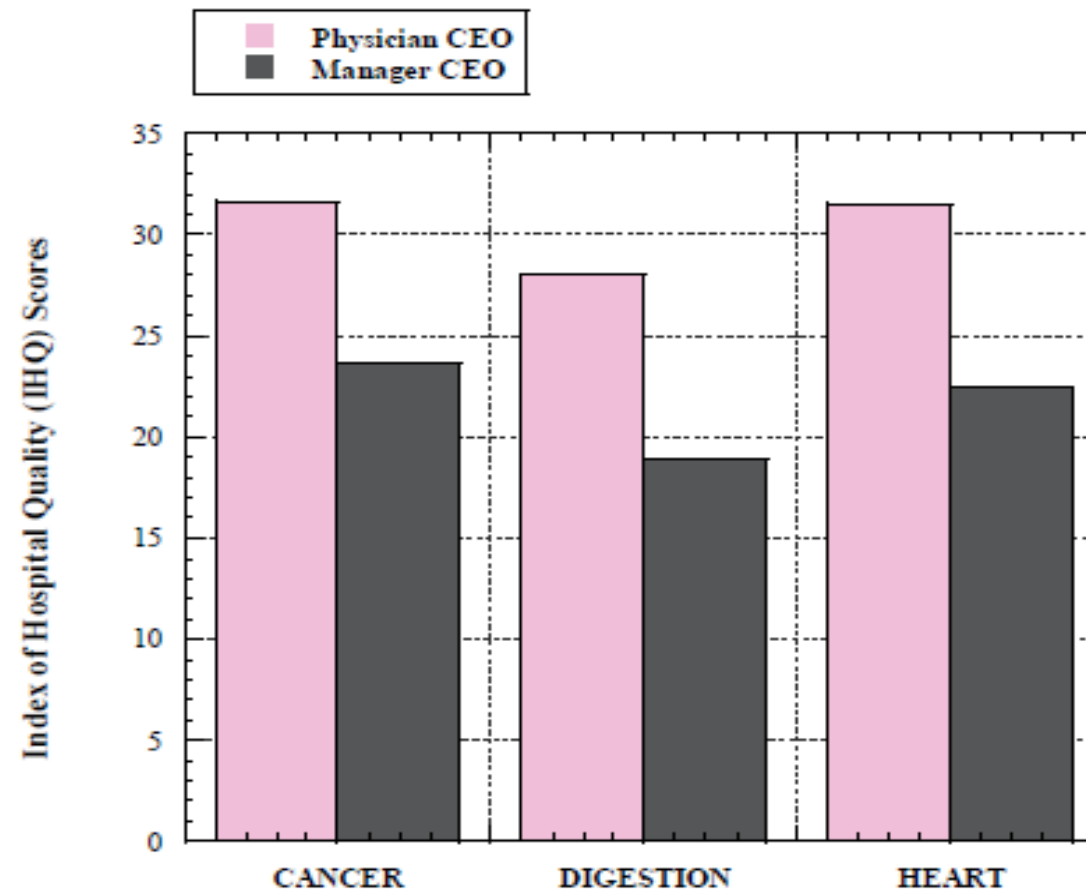
Makes sound decisions that have an important effect on the business



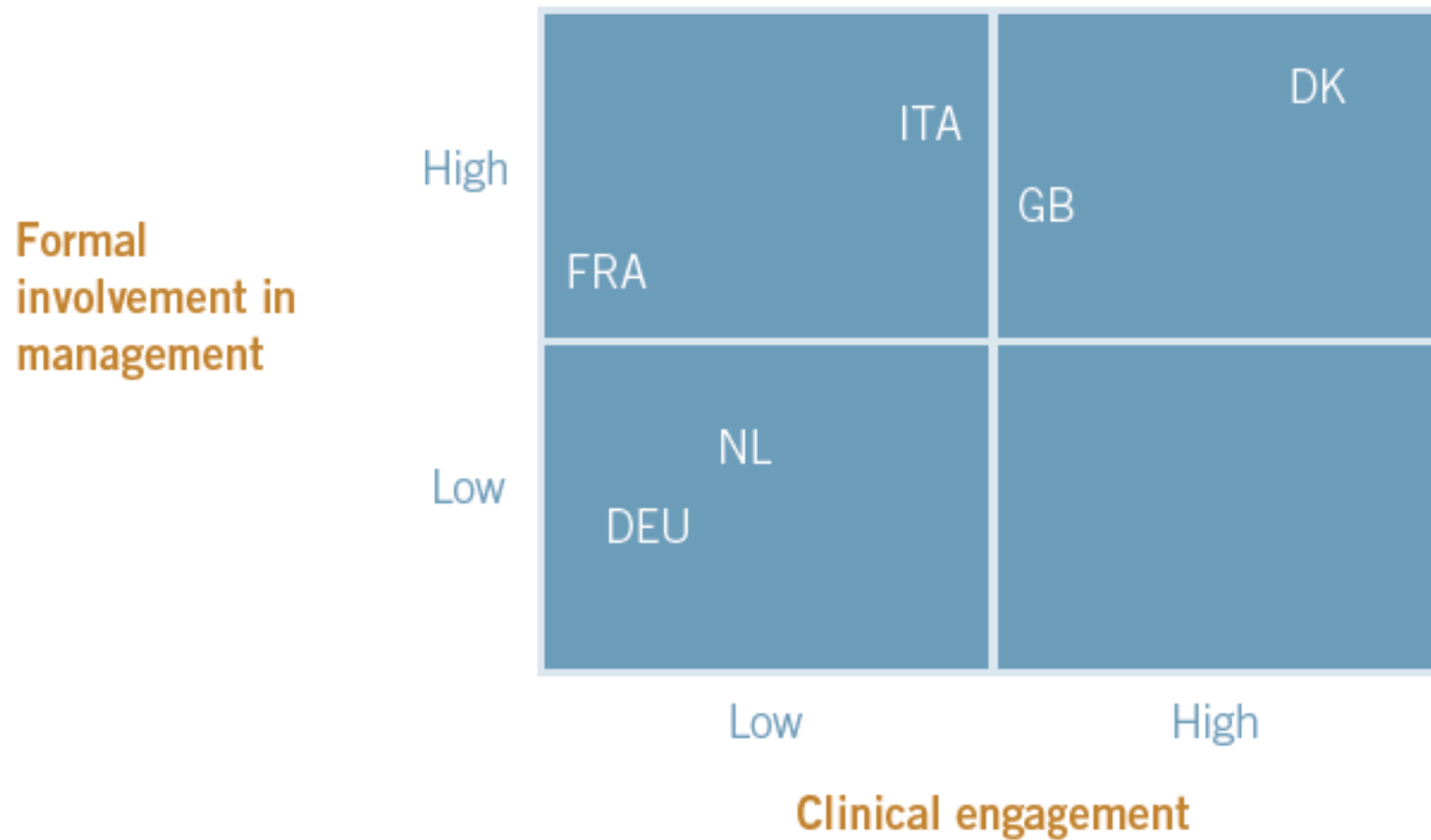
Turns strategy into results

Quality

Mean Index of Hospital Quality (IHQ) Score of Hospitals Led by Physician CEOs and Manager CEOs in Three Specialty Fields



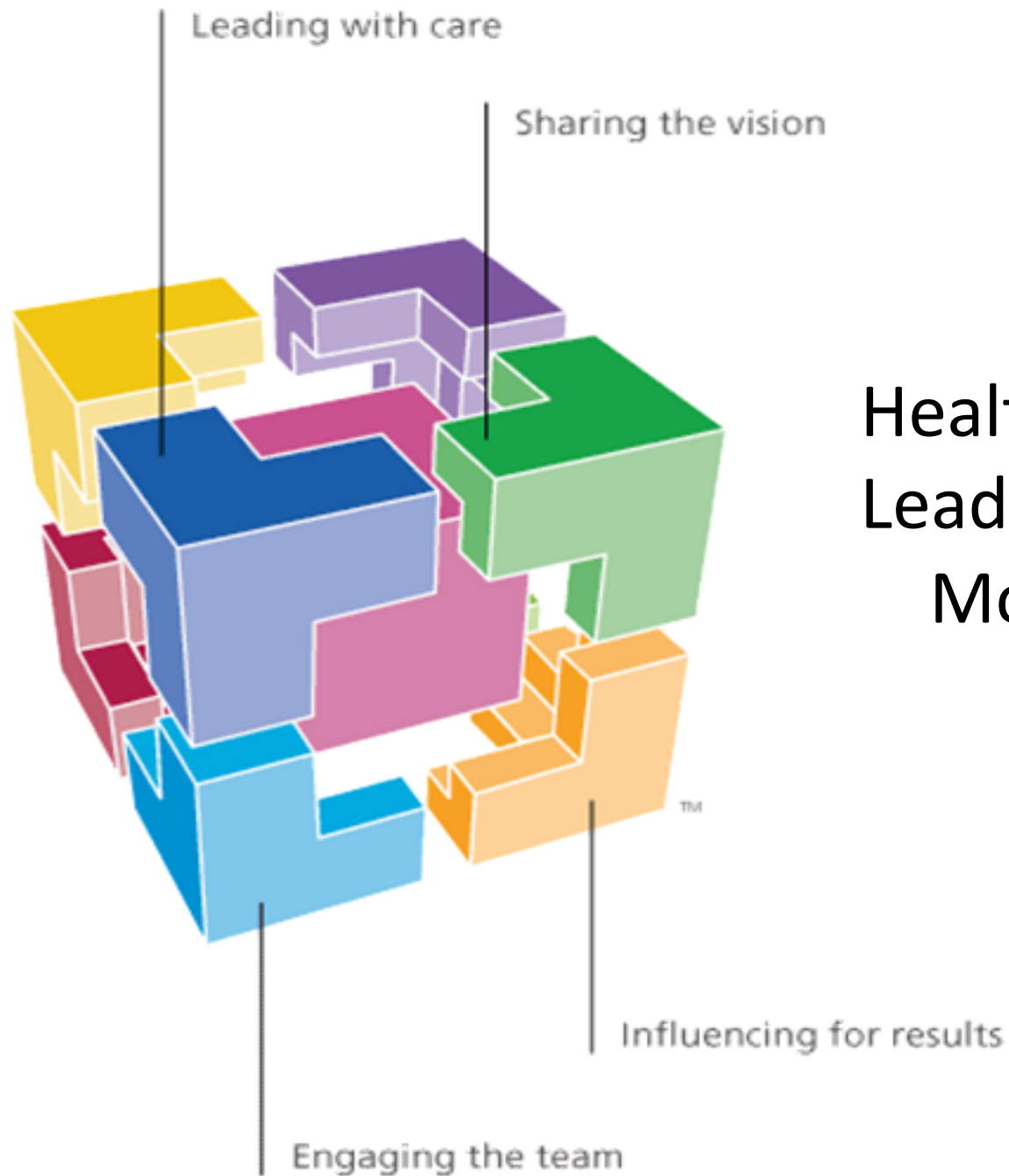
Engagement



Healthcare Leadership Model

Leadership that emphasises care for staff
and high-quality support services



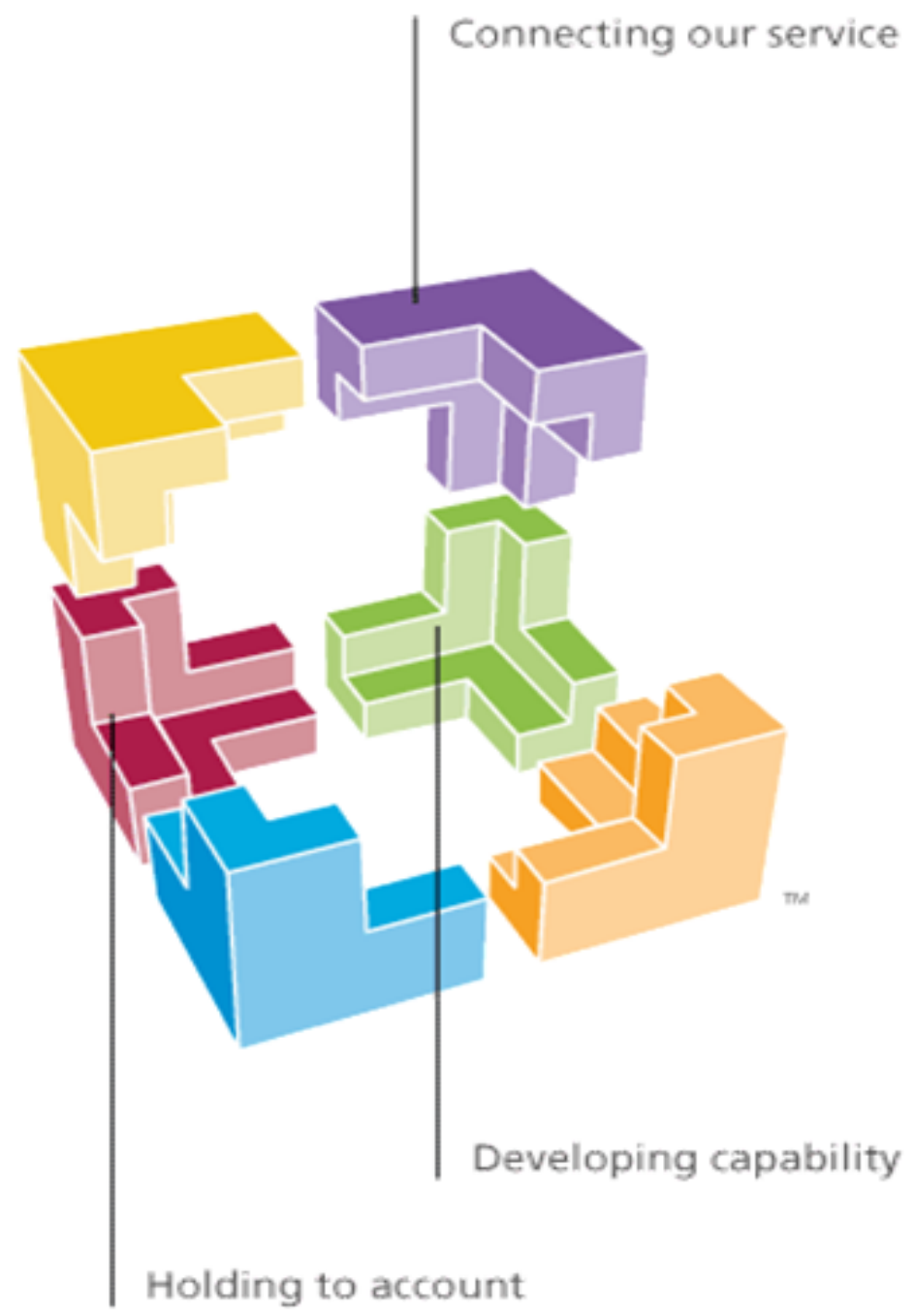


Healthcare Leadership Model

Evaluating information



Inspiring shared purpose



FMMLM Leadership and Management Standards

Self

- self awareness and self development
- personal resilience, drive and energy

Team Player/team leader

- effective teamwork
- cross team collaborations

Corporate responsibility

- corporate team player
- corporate culture and innovation

System leadership

Professionalism

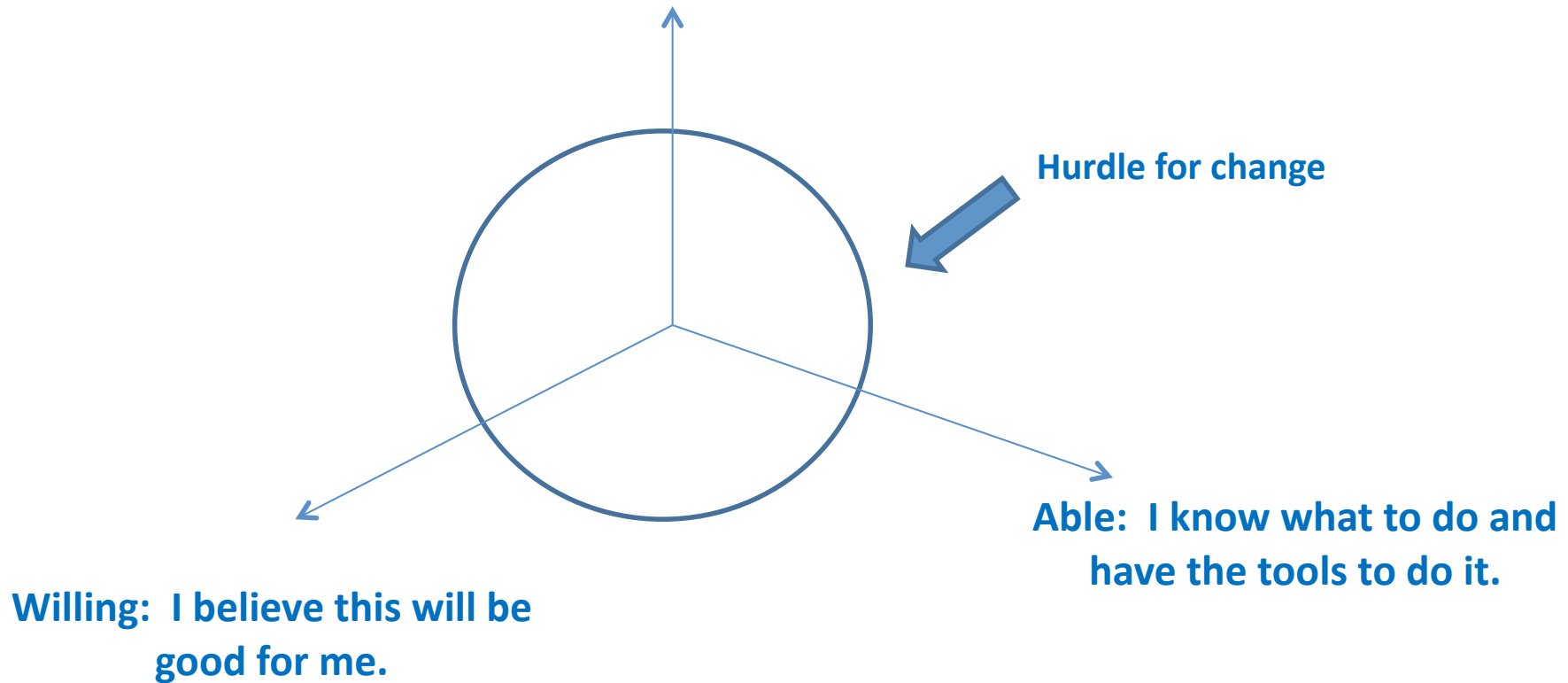
**A new professionalism.....
abandon rights and privileges.....**

**focus instead on obligations to patients
and relationships with colleagues**

Don Berwick John Hunt Lecture 2008 'Epitaph of professionalism'

What have you done to align all three planets: ready, willing, able?

Ready: I really believe the status quo is untenable for us.



Levels of leadership

- Level 1: Leading as a professional
- Level 2: Leading others
- Level 3: Leading services
- Level 4: Leading organisations
- Level 5: Leading systems

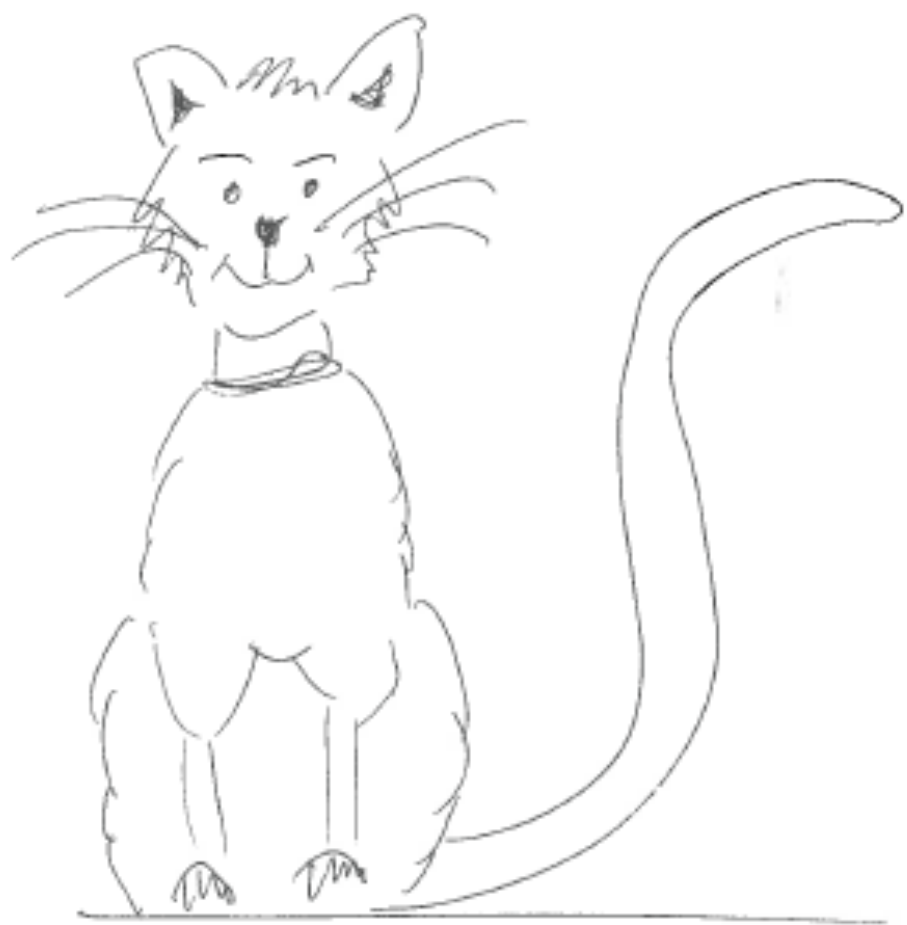
John Adair model



Be the person you really are. Leadership is very personal and one of the things that people sniff out more than anything else is reality. Leaders who are not sincere get found out very quickly

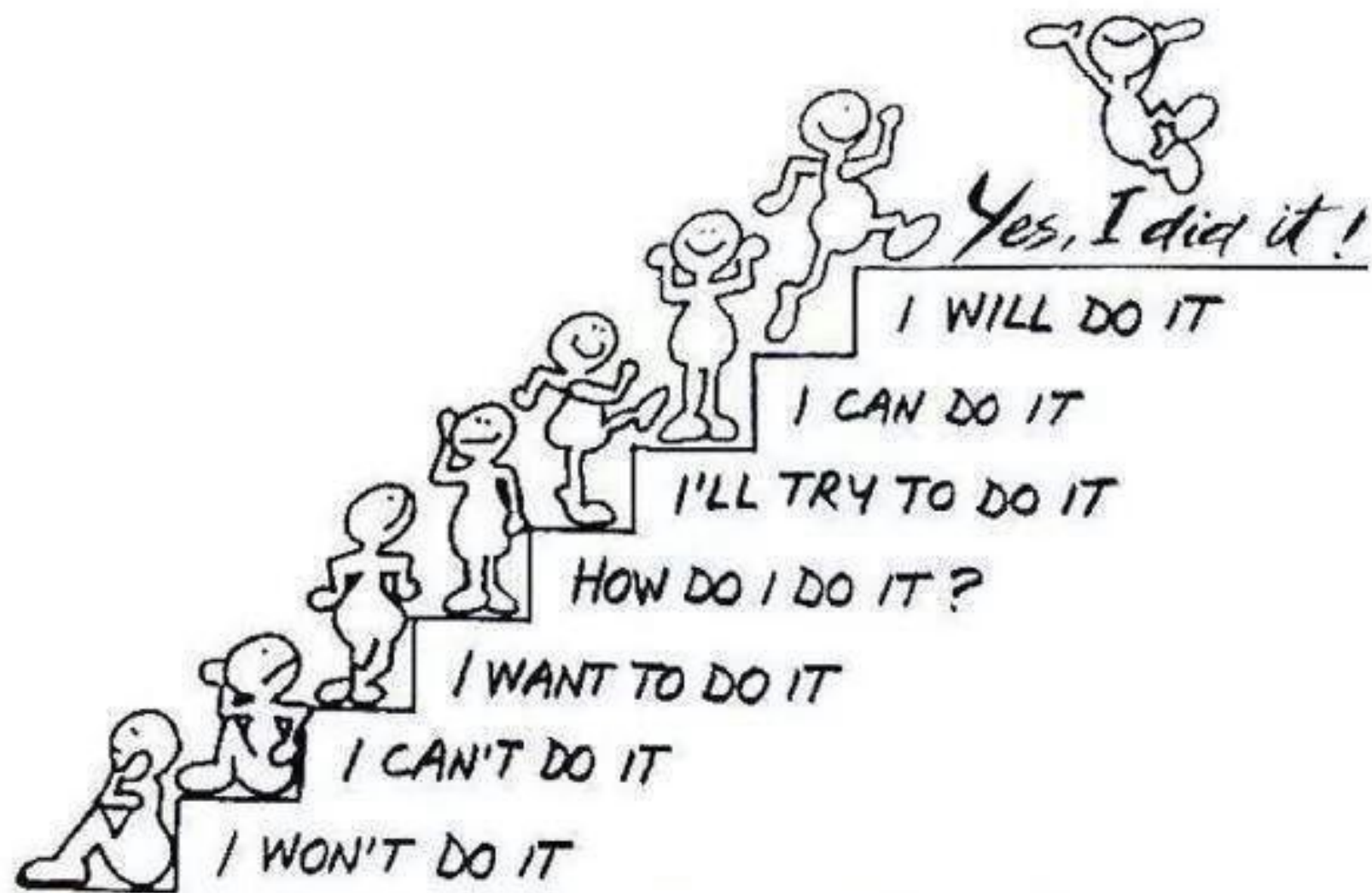
Justin King CEO J Sainsbury

The cat drawing test



So what does this mean for you?

- Know your style
- Consider your Myers Briggs type
www.humanmetrics.com
- Communicate effectively
- Get engaged and participate, commit to action
- Thinking critically; developing perspective and balance
- Work outside your comfort zone
- Engage with a diversity of people
- Promise to learn
- Get on the balcony
- And if you are a woman, Lean in.....



WHICH STEP HAVE YOU REACHED TODAY?

fiona@drfionamason.com
@fionalmason

