

Case for Support: VMG Leadership Development

For more information, please contact:

Bettina Daly, (201) 291-6193

bdaly2@valleyhealth.com

Valley Medical Group Leadership Development Initiative

Request

Valley Medical Group is seeking grant funding to implement leadership development sessions aimed at its physician leaders and their operational counterparts across various service lines. These sessions will equip healthcare leaders with the skills necessary to effectively manage medical practices, foster collaborative teams and navigate the complexities of modern healthcare systems. The requested funding will support program design from expert facilitators, materials and participant resources.

Ask

We are requesting \$ 300,000 to support the full cost of this leadership development initiative. With the support, we aim to build a strong foundation of leadership among physicians and practice managers, contributing to better run practices, improved patient experience, and more effective healthcare delivery.

Need for the project

In today's fast evolving healthcare landscape, strong leadership is critical for delivering high quality patient care and ensuring sustainable practice management. Physicians and practice managers are increasingly called upon to lead multidisciplinary teams and implement changes. However, many healthcare professionals lack formal training in leadership and management. Our program will address this gap by providing targeted leadership development training designed specifically for these roles.

Program objectives

1. Enhanced leadership skills amongst physicians and practice managers to improve practice operations and patient experience.
2. Foster collaborative team dynamics to contribute to an improved workplace environment and culture.
3. Provide practical tools and strategies for navigating change and transform conflict into collaboration, laying the foundation for enhanced professional performance, staff retention and enriched organizational culture.

Case for Support: VMG Leadership Development

Program Description

VMG plans to utilize the American Association for Physician Leadership (AAPL) courses to engage its Medical Directors and their operational counterparts in leadership development skills to help them address the challenges faced by those leading and managing on the front lines of today's complex health environment. The leadership development sessions will consist of:

1. Interactive workshop-led by experienced facilitators focused on key leadership skills
2. Role-playing – real world healthcare scenarios that allow participants to apply newly learned skills in a safe environment
3. Networking opportunities to connect with other physician leaders and practice managers and share experiences and learn best practices.

These sessions will be held at Valley over the course of six months. Participants will leave with actionable plans to implement in their practices as well as ongoing support from peers. The following topics will be covered:

1. Building and leading effective teams
2. Building well being
3. Communication
4. Emotional intelligence
5. Practical principles of change management
6. Resolving conflict

Expected Outcomes

1. Improve leadership skills of participating physicians and practice managers
2. Improvements in practice efficiency, patient satisfaction and team performance
3. Strengthen collaboration and communication within healthcare teams
4. Improved patient experience
5. Decrease staff turnover