

Leadership Program Summary



Leadership, Enhancement, Advancement and Development Series

State-wide, made in West Virginia, for West Virginia, physician
leadership development program

<https://www.wvsma.org/physicianleadswestvirginia/>

WELCOME TO PHYSICIAN LEADS WEST VIRGINIA



Dear friends, partners, and colleagues,

The last decade has witnessed a monumental shift in the practice of medicine as a variety of forces continue to shape how we take care of our patients and our communities. Such forces led many of us to restrict ourselves to the clinical aspect of medicine, but also made many of us to know why things are the way they are and we can do about them.

Many of us seek knowledge and experience to be ready for opportunities to be part of the healthcare formula, an input rather than an outcome. Many do not view ourselves as basic components of the healthcare puzzle that can simply be moved around or even replaced. We have a lot more to offer and want to be valued for.

While a few of us learned the hard way without structured guidance, leadership can be acquired as a set of skills that can be explored, learned, refined and expanded. This is why Physician LEADS West Virginia was born- to find the leader in you and nurture it to become the effective, influential physician leader that guides our West Virginia communities towards better healthcare.

Physician LEADS West Virginia was built on the idea that we should have the opportunity to lead, engage, advance, and develop, right here in our state, all over our state, across various practice models, and irrespective of medical specialty or system affiliation. It was designed to fulfil our needs to meet fellow physicians, build networks, and form relations with diverse leaders and stakeholders, in our pursuit to a better future in West Virginia.

Physician LEADS WV was developed with the multitude physician commitments in mind, thus limiting burden and maximizing value through camaraderie, education, and shared experiences.

The program evolves over a series of four weekend per class per year, and hosted at different locations and include a variety of instruction styles. It gradually grows with our emerging leaders along four tracks that introduce us to the basics of effective leadership and serve as a springboard for those who are about to or have already took their first step along their leader paths, or may be just curious to know and are looking for a jumpstart.

Every weekend starts with exploring our inner selves and looks for the leader inside us in order to refine it and 'upgrade' it on a personal level. It then evolves and shows us how to reflect our skills upon those around us and shows us how to work with others and influence them to follow our lead. It then escalates into looking at the environment we work in and previews the complexities that constrain what we can do. It later ends with looking at ways to identify and manage change around us and build agility as we handle challenges that come our way at various stages and in different forms.

These four tracks of leadership training run in parallel on every scheduled weekend as shown on the screen and every track progresses from one level to another in a well-knit series that collectively form Physician LEADS WV and sets the stage for more advanced engagements as we grow as leaders. During that time, we will have opportunities to engage with a variety of keynote speakers and leaders with expertise outside healthcare yet have meaningful impact on what we do and how we do it.

None of this would have become a reality without the shared vision and collective efforts of a variety of physician champions and organizational sponsors who saw the need and opportunity to develop our own leaders. Physician LEADS WV is proudly the first and only state-wide physician leadership development program and is open to all physicians and physicians in training who care for our communities. I am excited for our first meeting and look forward to getting to know our first class, the Physician LEADS WV class 2023. I am thankful to all those of you who were part of the planning taskforce, and program development committee and to our staff and consultants without which none of this would have materialized. Please reach out to me if you have any questions or comments and wish our first class a wonder and worthwhile experience.

Thank You.

- Shafic Sraj, MD, MBA
Program Director



PROGRAM OVERVIEW

Physicians nationally are experiencing unprecedented disruption and change as a result of the COVID-19 pandemic. Now, more than ever, physicians are needed in leadership roles with the skills and experience to lead complex and ever-changing environments. Making the transition from accomplished physician to physician-leader takes more than critical clinical skills—it requires a fundamental shift in thinking. Physician leadership is not a position or title but a mindset. The Physician LEADS West Virginia program is an extraordinary opportunity to build your leadership abilities in the fast-paced healthcare landscape and develop a growth-oriented mindset with physicians from across the state of West Virginia.

PROGRAM GOALS

This certificate program equips current and emerging physician leaders with the knowledge, skills, and tools which are requisite to assuming leadership roles in the healthcare system.

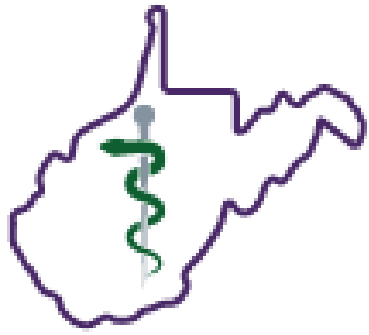


PHYSICIAN LEADS

WEST VIRGINIA

OBJECTIVES

1. Learn how leadership style impacts your effectiveness as a leader. Build greater self-awareness and explore how you can adapt to meet organizational challenges. Understand leadership roles and strategies and learn to apply them in a variety of professional and personal settings.
2. Understand and apply communication theory to effect appropriate change in various leadership settings. Practice fundamental leadership skills, including coaching, giving and receiving feedback, delegation, team building, and relationship management amongst others.
3. Understand the current environment of healthcare finance, policy, population and public health. Learn how to use this knowledge to impact decision-making within and outside your organization.
4. Navigate Change. Learn about new development in physician wellness, burnout and self-care, as well as coaching and being coached as you lead change in your organization.



PHYSICIAN LEADS

WEST VIRGINIA

PROGRAM DESIGN

A series of independent yet related weekend programs following a horizontal format to collectively form a cohesive 4 weekend yearly program that follows the educational tracks below and includes a section of the following subjects:

1. **Personal leadership:** Leadership styles; leadership personality assessment; problem-solving; feedback and evaluation; situational leadership; negotiation skills; elevator pitch and storytelling.
2. **Organizational Leadership:** Difference in style between administrators and physician leaders. strategic planning; project management; compensation; human resources; medical staff affairs; quality and safety; communication and crisis management; conflict resolution; leading change; equity and diversity within workforce; team building; leading by metrics; developing culture; effective meetings and building consensus peer and subordinate motivation
3. **Healthcare Environment:** Accounting, finance, business, and economics: financial statements; healthcare economics; business law; healthcare law; healthcare policy; public health. Public Health: Social determinants of health; healthcare policy; advocacy and lobbying; public messaging; healthcare equity and access to healthcare. Innovation: Telemedicine; corporate medicine; other topics
4. **Change and Agility:** Physician Wellness, burnout, and self-care. Coaching and being coached. The impaired physician.

WEEKEND OVERVIEW

	Friday	Saturday	Sunday
8:00		Business Breakfast	Business Breakfast
9:00		Organizational Leadership	Change and Agility
10:00			Adjourn
11:00			
12:00		Networking Lunch Keynote Speech	
13:00			
14:00			
15:00	Registration	Healthcare Environment	
16:00	Personal Leadership		
17:00			
18:00	Social	Dinner	



TARGET AUDIENCE

Practicing WV physicians as nominated by sponsoring organizations and Individual physician applicants.

TUITION

Practicing WV physicians as nominated by sponsoring organizations and Individual physician applicants. Tuition to Physician LEADS West Virginia is \$2000 per person and includes course work materials and meals during sessions. Transportation and overnight accommodations are the responsibility of the participant

APPLICATION KEY DATES

- Nomination and Application Process Begins – October 24, 2022
- Application and Resume Due – Tuesday, November 1, 2022
- Decision – November 7, 2022
- Payment Due – November 11, 2022
- Summit/Announcement of Cohort – November 14, 2022



APPLICATION PROCESS AND SELECTION

Participation in Physician LEADS West Virginia is determined by online application process with the number of applicants exceeding the number of available openings. These applicants will have received a nomination by either themselves or a third party.

ORGANIZATIONAL COMMITMENT

The 2023 class will meet for four (4) sessions over one year, with each session scheduled for over weekends, starting Friday afternoon and ending Sunday morning, in locations throughout West Virginia.



ATTENDANCE POLICY

Participants are expected to attend all four (4) sessions and must complete all sessions to earn their Physician LEADS West Virginia certificate, class of 2023. In the exceptional event of missing one session, the participants may make up that session with the following class. Make up fees apply.

CANCELLATION POLICY

We need a full statement with December 1 deadline for 50% refund.

QUESTIONS

For assistance or questions, please contact Dr. Shafic Sraj, program director, at the association office: 304-925-0342 or email shafic.sraj@hsc.wvu.edu.

MEETING OVERVIEWS

January 13-15, 2023

Hotel Information

Holiday Inn

1188 Pineview Drive
Morgantown, WV 26501
304-241-6649

Cut off date: 1/2/2023

Room block code: WSM
Mention: Physician
LEADS West Virginia



Meeting Location: Mon Health

March 31 - April 2, 2023

Hotel Information

DoubleTree by Hilton

310 Tenth St
Huntington, WV 25701
304-525-1001

Cut off date: 3/17/2023

Mention: Physician
LEADS West Virginia



Meeting Location: Marshall Health

MEETING OVERVIEWS

July 7-9, 2023

Hotel Information

Wingate by Wyndham

830 Harrison Ave

Elkins, WV 26241

304-636-1400

Mention: Physician LEADS

West Virginia



Meeting Location: Davis Health

October 13-15, 2023

Hotel Information

Four Points by Sheraton

600 Kanawha Blvd E,

Charleston, WV 25301

304-344-4092

Mention: Physician LEADS

West Virginia



Meeting Location:

Charleston Area Medical Center

SPONSORS



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Marshall Health



West Virginia
Medical
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Charleston Area
Medical Center, part of
 Vandalia Health

