

The Medical Executive Committee Challenge

Leadership Tools for Medical Executive Committees

THE MEDICAL EXECUTIVE COMMITTEE CHALLENGE

Medical Staff leaders are busy physicians who step up to the job, often with little prior experience or training in leadership and team building. The climate can be one of suspicion and mistrust of the administration, and a medical staff of physicians motivated largely by self-interest and self-preservation. MEC and Medical Staff meetings may raise issues and generate conflict but resolve little. Hospital administration lacking meaningful physician input may make unfavorable and unpopular decisions.

For hospitals and Medical Staffs seeking to undertake meaningful change, we provide several types of consultations: We work with medical staff leaders to help focus the vision, values and goals of their organization. We help leaders articulate expectations of each other, clarify roles and responsibilities, and hold each other accountable to a high standard. We strengthen communication and individual physicians' ability to lead effective department meetings, manage conflict, and provide more effective feedback for peer review. We introduce the value of mentoring as a vehicle for fast-tracking the learning of new leaders so that significant progress is realized. We conduct retreats, which build trust and collaboration between Administration and Medical Staff. The outcome is a more engaged Medical Staff, working in partnership with Administration.

WHAT WE CAN DO FOR YOU

- Raise the trust level with administration and physicians
- Elevate the quality of medical staff meetings
- Help improve the peer review process
- Enhance group decision-making and interaction
- Reduce stress and manage conflict
- Increase accountability

4 KEY APPROACHES

1. **Collaboration and Partnership:** Create a shared vision, build trust and strengthen communication at all levels.
2. **Organizational Development:** Align the vision and values of the institution with expectations and behaviors of the Medical Staff leadership.
3. **Medical Staff Leadership:** Provide training in leading effective meetings, conflict management and peer review feedback.
4. **Team Building:** Infuse energy and commitment on the team; elevate performance and accountability at all levels.