



## ASA EXECUTIVE PHYSICIAN LEADERSHIP PROGRAM I

September 6 – 8, 2019    December 6 – 8, 2019  
Northwestern Kellogg  
James L. Allen Center  
2169 Campus Drive | Evanston, IL

## **ACCME Accreditation and Designation Statements**

The American Society of Anesthesiologists is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

The American Society of Anesthesiologists designates this live activity for a maximum of 25.25 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

## **ACHE Accreditation and Designation Statement**

*The American Society of Anesthesiologists is authorized to award 25.25 hours of pre-approved ACHE Qualified Education credit for this program toward advancement, or recertification, in the American College of Healthcare Executives. Participants in this program who wish to have the continuing education hours applied toward ACHE Qualified Education credit must self-report their participation. To self-report, participants must log into their MyACHE account and select "My Education Credit" to log hours earned.*

## **Statement of Need**

The American Society of Anesthesiologists have surveyed our member body and have identified several areas of leadership development that would benefit members by providing leadership education. Through this six-day program, participants will experience a variety of sessions that will aid in the development and deeper understanding of values-based leadership, financial statements, conflict resolution, influence and other career enhancing sessions.

## **Learning objectives**

At the conclusion of this activity, participants should be able to:

- Articulate the major economic and political issues facing the American healthcare system and how those issues may impact practices/organizations
- Explain the fundamental financial statements and what each might reveal about an organization
- Identify and counter party interests in negotiation and craft and execute a plan for optimal solutions
- Apply influence skills in a leadership context
- Apply conflict resolution skills
- Identify and articulate their own leadership values
- Articulate their own organization's strategy and the impact of strategy choices on change management

## **Target Audience**

This activity is intended for anesthesiologists.

## Faculty Listing

<b>Name</b>	<b>Role</b>
Prof. Bob Hughes	Faculty
Prof. Craig Garthwaite	Faculty
Prof. Ed Zajac	Faculty
Prof. Gail Berger	Faculty
Prof. Gregory Hammer	Faculty
Prof. Harry Kraemer	Faculty
Prof. Loran Nordgren	Faculty
Prof. Marian Powers	Faculty
Ann Zastrow, Director	Planning Committee
Melissa Passalacqua, Associate Program Director	Planning Committee
Latrice Miller, MBA	ASA Staff/ Planning Committee
Joseph Szokol, MD	Planning Committee

## Planner, Faculty and Staff Disclosure

All planning committee members and/or faculty have reported that they have no relevant financial relationships with commercial interests to disclose.

## Disclosure Policy

The American Society of Anesthesiologists remains strongly committed to providing the best available evidence-based clinical information to participants of this educational activity and requires an open disclosure of any potential conflict of interest identified by our faculty members. It is not the intent of the American Society of Anesthesiologists to eliminate all situations of potential conflict of interest, but rather to enable those who are working with the American Society of Anesthesiologists to recognize situations that may be subject to question by others. All disclosed conflicts of interest are reviewed by the educational activity course director/chair to ensure that such situations are properly evaluated and, if necessary, resolved. The American Society of Anesthesiologists educational standards pertaining to conflict of interest are intended to maintain the professional autonomy of the clinical experts inherent in promoting a balanced presentation of science. Through our review process, all American Society of Anesthesiologists accredited activities are ensured of independent, objective, scientifically balanced presentations of information. Disclosure of any or no relationships will be made available for all educational activities.

## Instructions on How to Receive Credit

In order to receive credit, participants must sign-in to the ASA Education Center, review the meeting information and complete the evaluation. Further instructions will be emailed to each participant immediately prior to and after the activity.

## Disclaimer

The information provided at this accredited activity is for continuing education purposes only and is not meant to substitute for the independent medical judgment of a healthcare provider relative to diagnostic and treatment options of a specific patient's medical condition.

## Contact Information for Registration:

**Latrice Miller, MBA**  
Manager, Leadership Development & Career Advancement  
l.miller@asahq.org  
T: (847) 268-9155

## AGENDA

<b>ASA EXECUTIVE PHYSICIAN LEADERSHIP PROGRAM</b>		<b>SEPTEMBER 6 – 8, 2019</b>	
Academic Director: Ann Zastrow		<b>MODULE 1</b>	
Associate Program Director: Melissa Passalacqua		Program Manager: Jill Fenstermaker	
	Friday, September 6	Saturday, September 7	Sunday, September 8
<b>Morning Sessions</b>		8:30 – 8:45am Guided Reflection	8:30 – 8:45am Guided Reflection
		8:45 – 10:15am Financial Statements: Impact of Assumptions and Analysis <b>Marian Powers</b>	8:45 – 10:15am Conflict Resolution <b>Gail Berger</b>
		10:30 – 12:30pm Financial Statements: Impact of Assumptions and Analysis <b>Marian Powers</b>	10:30 – 12:00pm Conflict Resolution, cont'd <b>Gail Berger</b>  12:00 – 12:15pm Program Wrap-up <b>Ann Zastrow, Melissa Passalacqua</b>
<b>Lunch</b>	11:45 – 1:00pm Optional Lunch	12:30 – 1:30pm Lunch	12:15 – 1:15pm Optional Lunch
<b>Afternoon Sessions</b>	2:45 – 3:00pm Program Introduction <b>Ann Zastrow, Melissa Passalacqua</b>	1:30 – 3:00pm Feedback in 3D <b>Bob Hughes</b>	
	3:00 – 4:30pm Values Based Leadership <b>Harry Kraemer</b>	3:15 – 4:45pm Feedback in 3D (cont'd) <b>Bob Hughes</b>	
	4:45 – 6:15pm Values Based Leadership (cont'd) <b>Harry Kraemer</b>	<i>Individual reflection</i>	
<b>Evening</b>	6:15pm Social Time 6:30pm Dinner ---- <b>Dr. Gregory Hammer</b> Professor, Anesthesiology, Perioperative and Pain Medicine, and Pediatrics Stanford University School of Medicine	6:00 – 6:30pm Social Time 6:30 – 7:30pm Dinner at AC or 6:00pm- onward Optional Dine Around in Evanston	

*Opportunities for Q&A will be provided at the conclusion of each presentation.*

## AGENDA

<b>ASA EXECUTIVE PHYSICIAN LEADERSHP PROGRAM</b>		<b>DECEMBER 6 – 8, 2019</b>	
Academic Director: Ann Zastrow		<b>MODULE 2</b>	
Associate Program Director: Melissa Passalacqua		Program Manager: Jill Fenstermaker	
	<b>Friday, December 6</b>	<b>Saturday, December 7</b>	<b>Sunday, December 8</b>
<b>Morning Sessions</b>		8:30 – 8:45am Guided Reflection	7:30 – 9:00am Conflict Resolution, Part 2  <b>Gail Berger</b>
		8:45 – 10:15 am Strategy Formulation, Implementation and Change  <b>Ed Zajac</b>	
		10:30am – 12:00pm Strategy (cont'd)  <b>Ed Zajac</b>	9:15 – 10:45am Conflict Resolution, Part 2 (cont'd) <b>Gail Berger</b>  10:45 – 11:00am Program Wrap-up <b>Ann Zastrow, Melissa Passalacqua</b>
<b>Lunch</b>	11:45 – 1:00pm Optional Lunch	12:00 – 1:00pm Lunch	Box Lunches To Go or Optional Lunch at AC
<b>Afternoon Sessions</b>	2:45 – 3:00pm Program Introduction  <b>Ann Zastrow, Melissa Passalacqua</b>	1:00 – 2:30pm Strategy, cont'd  <b>Ed Zajac</b>	
	3:00 – 4:15pm Influence without Authority  <b>Loran Nordgren</b>	1:45 – 4:15pm Understanding the Changing Healthcare Landscape  <b>Craig Garthwaite</b>	
	4:30 – 6:15pm Influence without Authority (cont'd)  <b>Loran Nordgren</b>	4:30 – 6:00pm Understanding the Changing Healthcare Landscape (cont'd)  <b>Craig Garthwaite</b>	
<b>Evening</b>	6:00 – 6:30pm Social Time 6:30 – 7:30pm Dinner	6:00 – 6:30pm Social Time 6:30 – 7:30pm Dinner	

*Opportunities for Q&A will be provided at the conclusion of each presentation.*

## Session Abstracts - September

### Friday, September 6

#### Values Based Leadership, ([Professor Harry Kraemer](#))

Personality type preferences describe the core of who people are. The focus in this session is for participants to understand the concept of personality type, to know more about their individual type preferences, and to explore ways to develop their individual personality types. A key tenet of the session is that individual leader development parallels the individual development of personality type. Participants will look closely at how they focus and direct energy, take in information, make decisions, and structure priorities. In addition, the session will help build a solid understanding of key communication and influencing skills needed to accomplish team and organizational goals

#### Thriving, Not Just Surviving, In Medical Practice ([Dr. Gregory Hammer](#))

In this session we will discuss the growing problem of burnout in medicine, including its drivers and costs. We will focus on solutions from the institutional and personal perspectives.

### Saturday, September 7

#### Understanding Your Financial Position ([Professor Marian Powers](#))

Every leader needs the skills for asking the right questions about the financial results. This session will review the financial statements of nonprofit and for profit entities; introduce specific strategies for gleanng insights about each financial statement and identify key financial performance measures to monitor.

#### Feedback in 3D ([Professor Robert Hughes](#))

Feedback can be a powerful tool for leaders, especially when embraced as part of the development and growth of their own leadership capabilities, that of their people, and of their organizations. This interactive session enables leaders to leverage the three critical dimensions of a highly effective feedback system: Receiving Feedback, Providing Feedback and Leading Team Feedback.

### Sunday, September 9

#### Conflict Resolution ([Professor Gail Berger](#))

Conflicts arise every day in business settings, and it is important for people to have tools to handle these situations effectively and confidently. This session provides participants with relevant conflict resolution skills that can be used to deal with a broad spectrum of disagreements that they may face internally or with external stakeholders. More specifically, during this session participants will analyze the behavior of individuals, groups, and organizations in competitive situations; learn how to recognize the fundamental differences between a win/lose mentality and a win/win mentality; apply negotiation strategies to craft optimal solutions; learn how to build trust with others in order to sustain long-term relationships and reputations.

## Session Abstracts - December

### Friday, December 6

#### **Influence without Authority, ([Loran Nordgren](#))**

This session provides participants with the social science tools needed to solve organizational problems and influence the actions of individuals, groups and organizations.

Participants will learn:

- Build a leadership presence that creates trust and respect
- Build the skill-set to compel buy-in and commitment from others
- Convince others of the merits of your ideas using the latest insights from behavioral science

### Saturday, December 7

#### **Strategy Formulation, Implementation & Change ([Ed Zajac](#))**

Participants learn about the role of leaders in formulating and implementing organizational strategy through case discussion. We will explore definitions of strategy, approaches to strategy development and the challenges of implementing a change strategy. Particular attention is paid to how organizations define themselves, how they should develop their strategy in order to be successful in a competitive marketplace, and techniques for implementing change.

#### **Understanding the Healthcare Landscape ([Craig Garthwaite](#))**

Healthcare economist and Professor of Strategy, Craig Garthwaite, will present a compelling view of the current fast-changing healthcare landscape, and what it may mean for you and your practice.

### Sunday, December 9

#### **Conflict Resolution, Part 2 ([Professor Gail Berger](#))**

Participants will be asked to apply the conflict resolution skills gained in the September session during the period between program sessions. Following a discussion of participant experiences, Professor Berger will extend the concepts previously introduced to further develop participants' capacity to successfully negotiate conflict. Various role plays will serve as a catalyst for discussion and analysis.