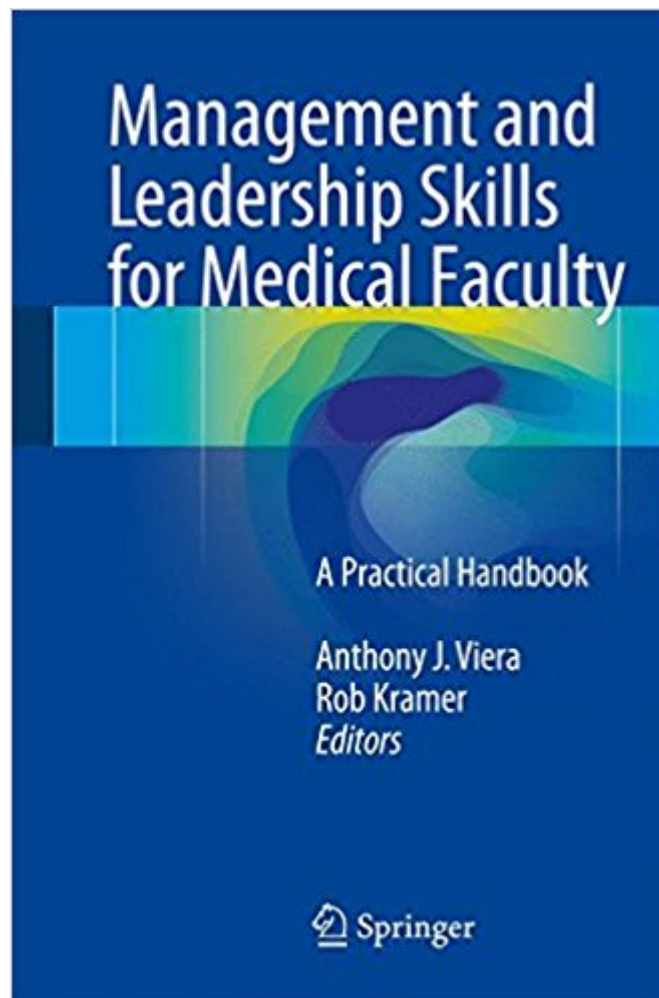




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Management And Leadership Skills For Medical Faculty: A Practical Handbook



Synopsis

Recognizing that medical faculty face different questions or issues in different stages of their careers, this handy, practical title offers a comprehensive roadmap and range of solutions to common challenges in the complex and changing Academic Medical Center (AMC). With critical insights and strategies for both aspiring and seasoned academicians, this handbook offers a concise guide for personal career development, executive skill acquisition, and leadership principles, providing actionable, targeted advice for faculty seeking help on a myriad of new issues and situations. Pressures in today's Academic Medical Center include significant changes to the healthcare system, competition for research funding, transformation of medical education, and recruitment and retention of the ever-evolving workforce. This dynamic environment calls for razor-sharp leadership and management effectiveness to stay competitive. AMC faculty aspire to formal leadership roles for a variety of reasons: to set a new vision, to create change, or to affect policy and resource decisions. For others, weariness of past leadership styles or mistakes may catalyze wanting a chance to set a different tone. In the end, promotional opportunities often come with great administrative and management responsibilities. *Management and Leadership Skills for Medical Faculty: A Practical Handbook* is a must-have resource for faculty in AMCs and anyone with a role in healthcare leadership.

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Anthony Viera is Associate Professor and the Charles B. Wilkerson Distinguished Scholar in the Department of Family Medicine in the School of Medicine at the University of North Carolina at Chapel Hill. He is a practicing physician and prolific writer, with over 100 indexed articles, three books, numerous book chapters, and several monographs published. He is also an accomplished researcher and teacher. He has held grants (totaling millions of dollars) from NIH, HRSA, and other organizations. Additionally, he has been the recipient of multiple faculty awards. Dr. Viera serves as the Director of the MD-MPH Program, one of the nation's oldest and most well-regarded of such programs. He also served as an Academic Leadership Fellow at UNC (where he met Rob Kramer) and completed the Strategic Leader Academy of UNC Hospitals. Rob Kramer is an executive coach for the Center for Creative Leadership, an organization ranked among the best executive education providers in the world. He is also a part time faculty member at the Federal Executive Institute, the premiere executive leadership training facility for the Federal government, where he teaches in both the residential and customized programs. For nearly two decades, Rob has provided executive coaching, consulting and business training for a variety of organizations including government agencies, educational institutions, private corporations, Fortune 500 companies, non-profit and health care environments. He has served more than ten years in academia, most recently as the founding director the Center for Leadership & Organizational Excellence at NC A&T State University. Prior to that he was the director of Training & Development

at the University of North Carolina, where he served as an executive coach and organizational development consultant, overseeing management, supervisory and leadership development for the University's 12,000 faculty and staff. Rob continues working in faculty leadership development at UNC's Institute for the Arts and Humanities, home of the Academic Leadership Fellows program. Rob's coaching clients include CEO's, executives in public and private sectors, political appointees, entrepreneurs and front line managers. Rob is delighted to have recently lectured at a TED conference, where he spoke on The Opposite of Stress. Rob is the author of the book *Stealth Coaching: Everyday Conversations for Extraordinary Results*.

I am an executive coach for physicians, health care and other professionals. This book has become a wonderful "go-to" resource for my work in helping medical faculty develop leadership skills, institutional awareness, political acumen, and basic managerial skills. The book does a tremendous job delineating between managerial skills and leadership skills, and helps faculty members understand the transition from "subject matter expert" as a physician and/or scientist through the continuum from management to leadership. It is particularly refreshing to see experts in this field speak of such skills as moral courage in the development of leadership that will transform academic health systems. The section on career management is particularly well done. I have been using this book for approximately six months with my clients and learners. Highly recommended from anyone who aspires to a career in academic medicine.

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