



ACC Latin America
Conference 2017

1



MEXICO CITY
JUNE 22 - 24, 2017

GLOBAL EXPERTS, LOCAL LEARNING



ACC Latin America
Conference 2017

Essential Leadership Skills for Every Cardiologist

Presenter: Dr. Alejandro Dapelo (FACC)

President of the Chilean Society of Cardiology and Cardiovascular Surgery

Professor of Medicine – Universidad San Sebastian- Chile

Cardiology Chief Hospital Naval – Talcahuano

Member of Prevention Department- Sochicar

Definition

SKILL: an ability to do an activity or job well coming from one's knowledge, practice, aptitude, expertness, dexterity, etc.

LEADERSHIP: is the ability of an individual or a group of individuals to influence or guide followers or other members of a organization in taking decisions, creating and articulating a clear vision, establish goals, provide the necessary tools for it and affect changes in a positive manner inspiring willingness to improve.

Qualities always present in a good leader

- **Listening:** - involving in projects
- communication skills
- **Vision:** - focus the big picture
- where are you going
- begin with the end in mind
- **Integrity:** - setting a moral tone for the rest of the staff
- **Empathy :** - basic human quality
- it can be contagious
- they put themselves in the colleagues place
- **Optimism:** - impart positivities to your staff
- inspire improvement around you
- ***Authoritarian:*** it is not necessarily a good quality. It may lead to least successful and least productive results. You will need to be authoritarian in conflict situations.

Leadership Stiles

- **Directive:** autocratic
- **Participative:** inclusive
- **Delegative:** “laissez faire”

As a good leader, you will need to adopt a part of each of these stiles.

A GOOD LEADER NEEDS TO ASSESS EMOTIONAL INTELLIGENCE COMPETENCIES

- **Self awareness**
- **Self management**
- **Social awareness**

AREAS OF STRENGTH

- **Empathy (mostly spontaneous, may be improved)**
- **Managing conflicts, Conflict resolution, mediation, negotiation, persuasion, decision making, influencing skills, win/win (essential in leadership)**
- **Transmit Reliability (your staff has to trust in you)**

Promote

- **Efective individual presentations**
- **Teaching**
- **Design programs**
- **Comunication**

Skills good leaders need

- To be very organized
- Think strategically
- Have a good time management
- Positive attitude
- Self motivation
- Being Charismatic
- Assertiveness
- Understanding empathy
- Emotional intelligence
- Team working
- Have a vision of where you want to go
- Listening skills

Developing people skills

- Delegation skills
- Motivating others
- Creating a motivational environment
- Giving and receiving feedback
- Working in groups and teams
- Conducting a meeting

Importance of leadership in teaching and practice in medicine

- In Latin America, it is unusual to find clinical doctors, professors or students in health science who would have a curricular formation in leadership training or would destine time for it.
- The differences among countries, geographical regions, economic status, cultural differences, rurality, differences between local, central, other workers, groups of professionals, political influence, patients, students, constitute a very complex setting where leaders can hardly get a clear vision about the needs and preferences of these agrupations and of their own role as leaders.

Important concepts:

- **Process:** leadership is not a only part of a personal attribute, it is more a transactional event that accurs between the leader and the follower. It generates a bi-directional impact in which both sides must receive each other's influence and benefit
- **Influence:** it implies and affective influence from one person to another.
- **Group:** a lonely leader does not make sence.
- **Common objective:** the leaders and followers should look for a common goal which has to be shown by the leader.

Teaching leadership

- Medical faculties define themselves as institutions destined to form leader professionals in health sciences highly qualified capable to generate investigation and transmit knowledge , professing intellectual and technological leadership.
- 18 Directors of Medical Faculties in USA listed the 38 more important values of leadership needed to deal the challenges they where facing. The most important were: integrity, worthy of trust, vision,exellence, team work, respect, personal growth, accountability, relations building, among others.