GLOBAL EXPERTS, LOCAL LEARNING
Essential Leadership Skills for Every Cardiologist

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**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 an 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**: - envoloving in projects
  - comunication 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**: “laisser faire”

As a good leader, you will need to adopt a part of each of these styles.
A GOOD LEADER NEEDS TO ASSESS EMOTIONAL INTELIGENCE 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

- Effective individual presentations
- Teaching
- Design programs
- Communication
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 only a personal attribute, it is more a transactional event that occurs 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 sense.

- **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 intelectual 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, excellence, team work, respect, personal growth, accountability, relations building, among others.