

The 5 Ps of Organizational Transformation: Part 2 People and Perseverance

Presented by:

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Organizational Transformation

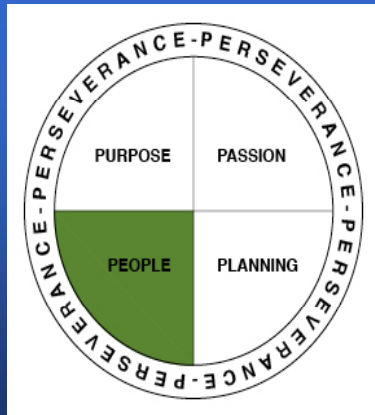
5. People and Physical Assets
6. Making Success Last: The 5th P – Perseverance
7. Strategic Transformation Summit

Setting Goals and Objectives

❖ Reality Check

- ✓ Time**
- ✓ Talent: Staffing Needs?**
- ✓ Treasure: Money, Other Resources**

**People
and
Physical Assets**



People

People

**“Great things will happen if
you make employees happy.”**

Tony Hsieh, CEO Zappos.com

People

- ❖ **Teamwork: Get the right people
on the bus in the right positions**
 - **Maximize Strengths**
 - **Cover Weaknesses**
 - **Collaboration**
 - **Personalities matter**

Getting Buy-In To Your Vision

- **Motivating Others**
- **Listen First!**
- **Build Rapport**
- **Communication Modes:
Physicians are Different**
- **The Power of Rewards**

Invest in People

- ✓ **Education**
- ✓ **Coaching**
- ✓ **Mentoring**

Physical Assets

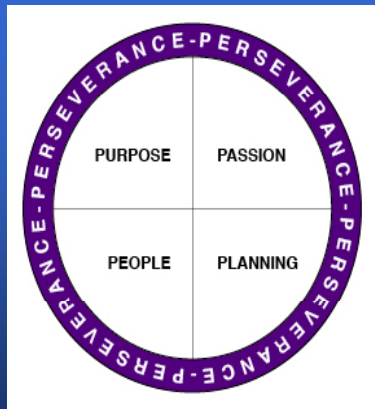
Physical Assets

- ❖ Work Environment
- ❖ Technology/Equipment

Physician Assets

- ❖ **Financial Projections:**
 - **Budgeting**

**Perseverance:
The 5th P**



Perseverance: The 5th P

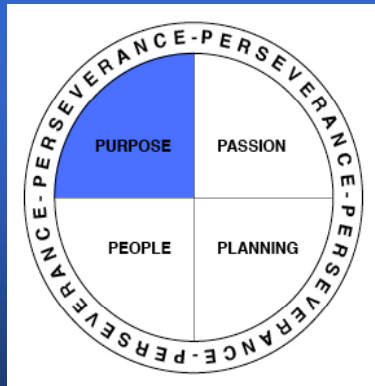
Making Success Last

- ❖ Commitment
- ❖ Focus
- ❖ Endurance
- ❖ Renewal

➤ Regular follow-up!

Putting it All Together: Diagnosing and Treating





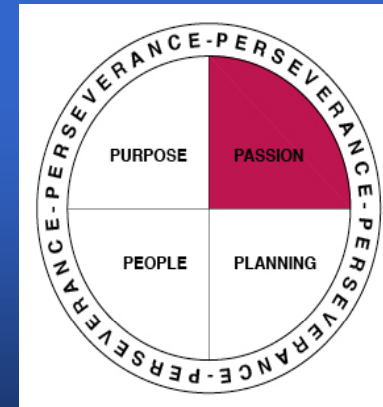
Purpose

❖ The Assessment

Purpose

❖ The Prescription:

1. Is your organization staying true to its purpose and core values?
2. Reassess the marketplace. Does your purpose need to shift?
3. Do you have a personal mission statement, and if so, is it in sync with the organizational mission?



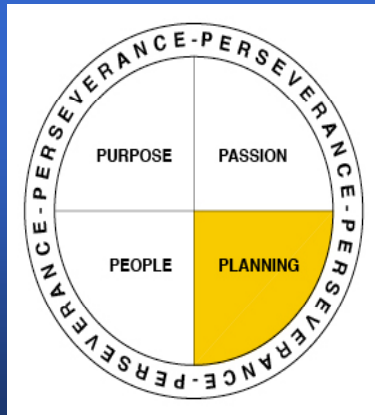
Passion

❖ The Assessment

Passion

❖ The Prescription:

1. What are you most passionate about in your organization?
2. What is the 800 lb. gorilla that is holding your organization back?
3. What positive and negative energy exists within your organization?



Planning

❖ The Assessment

Planning – Part 1

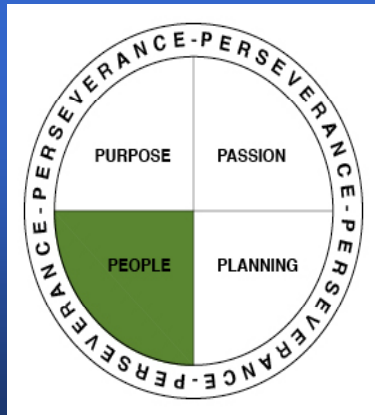
❖ The Prescription:

- 1. What future do you envision for your organization? (What will the organization have accomplished within three years?)**
- 2. How are you communicating your vision throughout your organization?**

Planning – Part 2

❖ The Prescription:

- 1. Have you done an environmental scan to determine changes in the marketplace?**
- 2. Do you have a strategic planning process in place beginning with the end in mind?**
- 3. Are your goals and objectives doable (enough time, talent, and treasure)?**
- 4. Are there regular check-ups to make sure you are staying on track with the plan?**
- 5. Do you have a strategic plan for your life?**



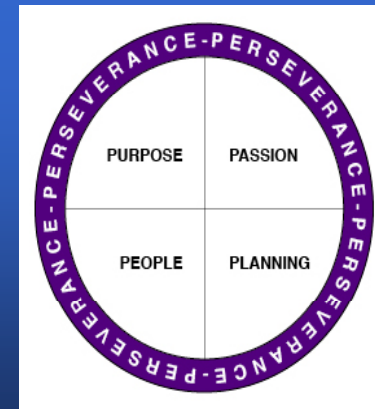
People and Physical Assets

❖ The Assessment

People and Physical Assets

❖ The Prescription:

1. Are you putting the right people in the right positions?
2. Do positions match strengths and are weaknesses covered by others on the team?
3. Are you investing in people?
4. What rewards do you give?



Perseverance: The 5th P

Making Success Last

- ❖ **Commitment**
- ❖ **Focus**
- ❖ **Endurance**
- ❖ **Renewal**

➤ **Regular follow-up!**

Putting It All Together

Strategic Transformation Summit

- ❖ **Purpose**
- ❖ **Passion**
- ❖ **Planning**
- ❖ **People and Physical Assets**
- ❖ **Perseverance**



What is Success?

“How do you measure success? To laugh often and much; to win the respect of intelligent people and the affection of children; to earn the appreciation of honest critics and endure the betrayal of false friends; to appreciate beauty; to find the best in others to leave the world a bit better, whether by a healthy child, a redeemed social condition, or a job well done; to know even one other life has breathed because you lived, this is to have succeeded.”

Ralph Waldo Emerson

Thank you!

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