

Die oberärztliche Tätigkeit: Welche Skills benötigt die angehende Führungskraft?

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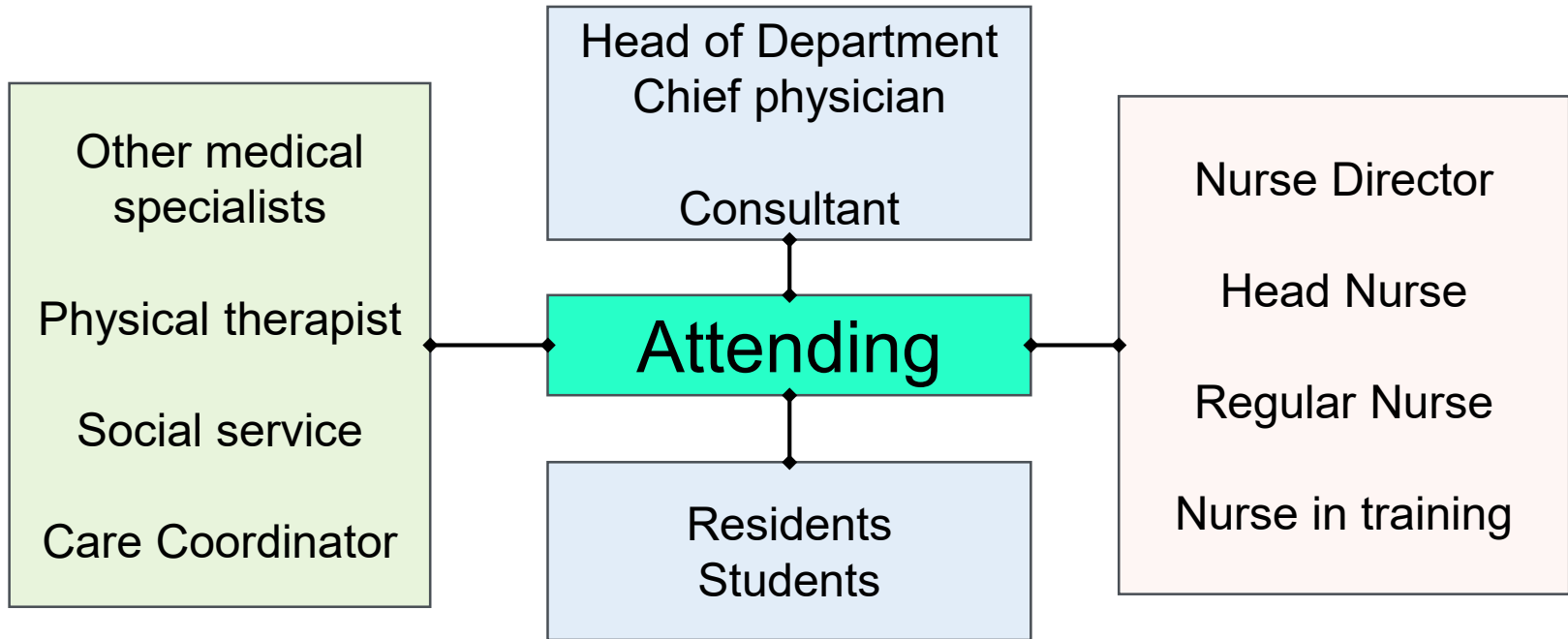
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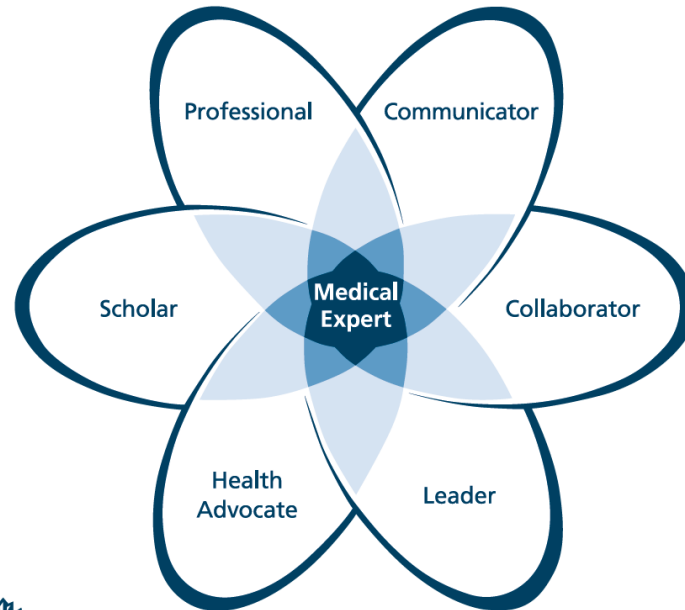
Content

- Which are the core competencies of an attending?
- What are the main tasks and skills?
- What are the main challenges?
- How to prepare for the position of an attending?

Attending physician in Swiss Hospitals



Core Competencies of an Attending Physician – Medical Expert



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Various Tasks of an Attending Physician

- Supervising and managing patient care in different settings: on wards, emergency room, intermediate care, intensive care unit, ambulatory care clinic
- Leading a team of residents and students
- Medical consulting of patients of other specialties
- Teaching of graduating residents, undergraduating students, nurses
- Ensuring successful interprofessional teamwork
- Clinical management, organisational quality tasks, scheduling, academic work

Why are Leadership Skills Important for an Attending ?

- To optimally use of resources of a team, resulting in a better care compared with care of each single team member alone
- Effective teamwork improves clinical outcome of patients: sign of a successful clinical leadership
- Managing interdisciplinary work is only possible with good communications skills

Important Leadership Skills of an Attending

- Setting priorities and delegating
- Recognizing unused potential
- Balcony perspective
- Clear communication, courage for clarity
- Innovative problem solving, embracing change
- Coaching and developing others
- Time Management

Important Leadership Skills of an Attending

- Building an interprofessional network
- Knowing different leadership styles
- Resolving interpersonal conflicts
- Confronting problem employees
- Self Management
- Tolerating ambiguity

Improving Transition from Resident to Attending

- Mentoring und coaching of new attendings
- Developing a curriculum for future attendings (leadership, teaching etc.)
- «Training» of leadership skills for future attendings during residency
- Leitfaden

Die oberärztliche Tätigkeit: Welche Skills benötigt die angehende Führungskraft ?

- Board certificate is not preparing for all skills needed of an attending
- Broad medical expertise is important for an attending, but not sufficient
- Major challenges for an attending are
 1. Taking on a leader's role in a multidisciplinary setting
 2. Embracing a holistic perspective
 3. «Final» decision making
 4. Balancing between supervisor and teacher
 5. Bear uncertainty

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