

What is AAHPM’s Vision for the Leadership Forum?

The vision of the AAHPM Leadership Forum is to engage hospice and palliative physicians in developing skills that will advance their leadership roles and practice.

Why is this program important?

The Academy recognizes that leadership skills are often acquired “in practice” in the field of hospice and palliative medicine. In order to provide a more comprehensive model for leadership skills development, the AAHPM Leadership Committee defined core competencies which are designed to increase knowledge and skills necessary to better equip physicians in their roles and practice settings. Recognizing that leadership skills emerge and evolve throughout one’s career, a key goal is to establish curriculum that is accessible to physicians to complement their clinical expertise with leadership development expertise.

What are the key benefits of the Leadership Forum?

It advances the skills of hospice and palliative physicians by providing content in the following areas:

1. Interpersonal skills
2. Communications skills
3. Professional ethics
4. Clinical excellence
5. Ability to convey a clear, compelling vision
6. Continuous learning and improvement
7. System-based decision making and problem solving
 - a. Ability to build coalitions of support for change
 - b. Ability to address the needs of multiple stakeholders
8. Financial acumen and resource management
9. Social responsibility

It provides optimum access to hospice and palliative care physicians through live and on-demand web-based programming.

It is designed in collaboration with the American Association for Physician Leadership (Association), offering faculty experts, as well as a master’s degree and certification options if desired.* (note that pre-requisites apply through the Association).

The Leadership Forum advances individual professional goals through the competencies noted. Through this skill development, the program has the potential to impact the entire care team, working together to provide care for the hospice and palliative patient and their families.

How will this program be delivered?

The program provides both live and web-based education based on the core competencies adopted by the leadership committee to support the professional development goals of hospice and palliative physicians in a variety of practice settings, including hospital-based, academic or stand-alone hospice or palliative care facilities. The focus and model for AAHPM Leadership Forum emphasizes both experiential and developmental aspects of the physician's role as well as their professional development goals. There are three program components and distinct offerings, including ***AAHPM Ignite***, ***AAHPM Ascend***, and ***AAHPM Elevate***. The offerings will be repeated annually.

Do I have to register for all of the program offerings?

Individuals participating in these program offerings can approach this in a multiple ways, including full participation in live and on-demand content, which provides CME contact hours and a certificate of completion through AAHPM. Individuals may select some or all of the content offered based on their unique leadership development goals.

How much time will I have to complete all live and web-based components of this program to achieve the AAHPM Leadership Forum Certificate of Completion?

Individuals who wish to acquire a certificate of completion for participating in the full Leadership Forum will have two years from launch to complete this program. [Click here](#) to download a form to submit to AAHPM.

Is this program limited to physicians?

The program is designed for physicians in practice for 1-5 years. However, the AAHPM Leadership Forum is open to anyone who finds the program content of interest and relevant to their career pathway.

Will the CME contact hours apply toward MOC?

The AAHPM Leadership Forum program does not meet the criteria for Maintenance of Certification credits.

I have more questions, who do I contact?

Contact AAHPM Member Services at 847-375-4712.

What are the specific components of this program?

<p><u>AAHPM Ignite:</u> Live program offered at the Annual Assembly of Hospice and Palliative Care.</p> <p>Past programs included half-day preconference programs equipping hospice and palliative care team leaders with an understanding and recognition of one’s strengths and limitations as a leader.</p> <p>“Using StrengthsFinder Leadership Strategies to Increase the Performance of You and Your Team in Palliative Care and Hospice Settings,” led by Christina Rowe with <i>The Collaborative, LLC</i>.</p> <p>“Utilizing DISC Behavioral Styles to Increase Leadership and Team Effectiveness in Palliative Care and Hospice Settings,” led by Lisa Bouchard with <i>Data Dome, Inc</i>.</p> <p>These sessions apply to all leaders and practice settings looking to increase their effectiveness as a team leader.</p> <p>Primary leadership competencies addressed in this program include interpersonal skills, communication skills, and continuous learning and improvement.</p> <p>CME contact hours and a certificate of completion through AAHPM are available – depending on much education you choose to pursue. You may select some or all of the content offered based on your unique leadership and career development goals.</p>	<p><u>AAHPM Ascend:</u> Intensive two-day program featuring “deeper dives” exploring focused topics and leadership skills that hospice and palliative medicine physicians increasingly need for success.</p> <p>The 2018 Ascend program scheduled for October 7-9 in Oakbrook, IL, helps hospice and palliative care professionals develop the capabilities required to lead their organization in implementing new directions.</p> <p>The first evening focuses on key lessons in leadership. This year’s presenter is HPM visionary Martha Twaddle, MD. Martha will share insights from her leadership journey including how to anticipate, recognize, and adapt to changes at various career stages and situations.</p> <p>The following day, Kathleen Neuendorf, MD will lead participants through a highly interactive session on effectively engaging teams by creating an environment of safety, value, and communication. Attendees will also take part in networking opportunities with HPM colleagues and leaders. The small groups will use case-based learning techniques to navigate difficult situations and resolve challenges in a variety of hospice and palliative care settings.</p> <p>On the final, Darryl Harris, an internationally renowned speaker, trainer, facilitator, and coach will help participants uncover creative ways to empower and energize teams, team leaders, managers, and staff. Ascend attendees will discover why transitions are often challenging and how leaders can successfully overcome passive and active resistance to new initiatives.</p> <p>Primary leadership competencies addressed in this program include communication skills, ability to convey a clear, compelling vision, and ability to build coalitions of support for change.</p> <p>CME contact hours and a certificate of completion through AAHPM are available – depending on much education you choose to pursue. You may select some or all of the content offered based on your unique leadership and career development goals.</p>	<p><u>AAHPM Elevate:</u> Collection of supplemental web-based, on demand programs offered through the American Association for Physician Leadership at a special rate for all AAHPM members. Physicians are able to create and customize their own flexible learning pathway. All of the web-based offerings much be completed within one calendar year after initiating online course.</p> <p><i>Core Competencies:</i></p> <ul style="list-style-type: none"> •Professional ethics •Quality •System-based decision making and problem solving •Ability to convey a clear, compelling vision •Financial acumen and resource management <p><i>Ethical Challenges of Physician Leaders</i> <i>Physician in Management: Finance</i> <i>Physician in Management: Negotiation</i> <i>Physician in Management: Quality</i> <i>Strategic Decision Making</i> <i>Strategic Planning</i> <i>Strategic Thinking</i></p> <p>CME contact hours and a certificate of completion through AAHPM are available – depending on much education you choose to pursue. You may select some or all of the content offered based on your unique leadership and career development goals.</p> <p>To register for any of these on-demand offerings, please visit aahpm.org/career/leadership</p>
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