AAHPM Leadership Forum FAQ’s

**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, a certificate of completion through AAHPM, and potentially credit toward one of four American Association for Physician Leadership Master’s degrees, as well as the Certified Physician Executive (CPE) credential if desired. 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.

**How does this program align with my interest in acquiring an American Association for Physician Leadership Master’s Degree?**

For information about Master’s Degrees, please visit the American Association for Physician Leadership website: [http://www.physicianleaders.org/education/programs/masters](http://www.physicianleaders.org/education/programs/masters). Direct your questions to Jessica Messemer at jmessemer@physicianleaders.org.
Note that additional requirements or pre-requisites may apply. The American Association for Physician Leadership offers four distinct master’s programs in conjunction with university partners:

- University of Massachusetts, Isenberg School of Management, Amherst, MBA
- Carnegie Mellon University, Heinz College, School of Public Policy and Management, Pittsburgh, MMM
- University of Southern California Marshall School of Business, Los Angeles, MMM
- Thomas Jefferson University, Jefferson School of Population Health, Philadelphia, MS-HQSM

**I am interested in achieving the Certified Physician Executive credential offered by the Association? How would this program apply to that?**

For information about becoming a Certified Physician Executive, please visit the Certifying Commission in Medical Management website: [http://www.ccmm.org/](http://www.ccmm.org/).

**I am interested in applying for American Association for Physician Leadership Fellowship status. Will this program apply to that?**

For information regarding specific Fellowship requirements and eligible courses, please contact visit the American Association for Physician Leadership website: [http://www.physicianleaders.org/join/advancement](http://www.physicianleaders.org/join/advancement).

**What are the specific components of this program?**

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<tr>
<th><strong>AAHPM Ignite:</strong></th>
<th><strong>AAHPM Ascend:</strong></th>
<th><strong>AAHPM Elevate:</strong></th>
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<td>Live program offered as a full-day pre-conference at the AAHPM &amp; HPNA Annual Assembly.</td>
<td>Intensive two-day live program, presented by AAHPM and the American Association for Physician Leadership, will be offered as part of the AAHPM Summer Institute, July 24-26, 2016.</td>
<td>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.</td>
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**2016 AAHPM Leadership Forum: Ignite--Physician in Management: Physician Leadership**

“Work with Me People!” Influence and the Art of Leading Teams, led by American Association for Physician Leadership faculty [Dave Logan, PhD](mailto:). [AAHPM Ignite](#) is designed to equip hospice and palliative medicine physicians with tools, techniques, and strategies to become more effective team leaders by recognizing the influence and accountability of physicians and understanding what drives and performance and behavior at work. Effective physician leadership is instrumental to improved patient outcomes.

**AAHPM Ascend** includes “You’re Not Just a Doctor Anymore” presented by American Association for Physician Leadership faculty [Kevin E. O’Connor, MA CSP LMFT LCPC](mailto). Physician leaders are required to develop a new skillset of beliefs, behaviors, and results that will define their work beyond their clinical expertise and reputation. Through lecture, interactive group work, theory and best practices, as well as discussion, Mr. O’Connor will provide learners with the tools and resources needed as leader, influencer, and ‘right thinker’ to meet these challenging requirements.

**Core Competencies:**
- Professional ethics
- Quality
- System-based decision making and problem solving
- Ability to convey a clear, compelling vision
- Financial acumen and resource management

**Ethical Challenges**, presented by [Laurence](mailto:).
satisfaction, reduced length of stay and better integration of clinical care across service lines. To be effective, physician leaders must master multiple clinical and leadership competencies, including interpersonal skills. When leaders learn to use interpersonal skills, they are able to apply them in a wide variety of specific activities, including leading teams, coaching and managing conflict.

Learning Objectives:

1. Establish more effective relationships with colleagues and patients.
2. Define the essential behaviors and practices of good teamwork.
3. Work better within teams.
4. Increase effectiveness as a team leader.
5. Describe basic influence principles.
6. Use influence to motivate others.
7. Use influence to resolve and/or prevent interpersonal and organizational conflicts.

This session applies to all physician leaders and practice settings looking to increase their effectiveness as a team leader. This preconference program is offered in partnership with the American Association for Physician Leadership and presented by Association faculty.

Primary leadership competencies addressed in this program include interpersonal skills, communication skills, and the ability to convey a clear, compelling vision.

CME contact hours, a certificate of completion through AAHPM, and potentially credit toward one of four American Association for Physician Leadership Master’s degrees, as well as the Certified Physician Executive (CPE) credential 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.

To register for this program, please visit aahpm.org/career/leadership

Rebekah Apple, MA, American Association for Physician Leadership faculty, will present “Understanding and Leading Change.” Times of change can test clear decision-making, create conflict and cause colleagues to disengage. But it is the nature of change, not the change event itself that creates resistance. To not only move forward but also to assist others during transitional times, leaders must be a guide toward resiliency. Ms. Apple provides attendees with a method to deal with three typical ways people respond to change, and provides context for leaders to better understand how to deal with each of them.

American Association for Physician Leadership faculty are supported by AAHPM leadership facilitators who guide small group work and discussions. Leadership facilitators are a valuable program feature providing a bridge between the learning community and Ascend program content, bringing the content to a practical, transferrable level for the learners. Small groups are based on program participant preference for placement with colleagues of varied or similar practice settings.

Ascend participants also complete a Leadership Practices Inventory® (LPI®), a 360-degree peer assessment tool that offers a tangible evaluation and insight into leadership skills, strengths, and opportunities for development from trusted colleagues and coworkers.

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Please visit aahpm.org/career/leadership for registration information

McCullough, PhD
Quality Improvement presented by David B. Nash, MD MBA FACPE
Negotiation, presented by Linda Babock, PhD
Finance in Healthcare Organizations, presented by Hugh Long, JD PhD MBA
Strategic Decision Making, presented by William “Marty” Martin, MA MS MPH PsyD CHES
Strategic Planning, presented by William “Marty” Martin, MA MS MPH PsyD CHES
Strategic Thinking, presented by William “Marty” Martin, MA MS MPH PsyD CHES

CME contact hours, a certificate of completion through AAHPM, and potentially credit toward one of four American Association for Physician Leadership Master’s degrees, as well as the Certified Physician Executive (CPE) credential 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.

To register for any of these on-demand offerings, please visit aahpm.org/career/leadership
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.