

**PAS/ASPR
2011**



DENVER

**PEDIATRIC ACADEMIC SOCIETIES and
ASIAN SOCIETY FOR PEDIATRIC RESEARCH**

JOINT MEETING • APRIL 30 - MAY 3, 2011

David J. Bachrach, MBA, FACMPE/FACHE has documented that he has no financial relationships to disclose or Conflicts of Interest (COIs) to resolve.

He is the Principal of The Physician Executive's Coach, Inc.SM and will be speaking about the leadership coaching of physicians in academic medicine.





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Professional Coaching

A Valuable Resource for the Physician Leader to Accelerate
Knowledge Acquisition and Skill Development

May 2, 2011

David J. Bachrach
The Physician Executive's Coach



Principles of Leadership Coaching

- What is coaching?
- What to look for in a physician leadership coach?
- What will be expected of me from a coaching relationship?
- What can I expect as an outcome?
- Where does one find an experienced physician leadership coach?



What is coaching?

- Working with bright, talented and motivated physicians who aspire to leadership/executive roles, the coach...
- Assesses current knowledge & skills and develops a plan to augment these with whatever may be needed for success in the future
- Guides the physician executive to develop durable skills to deal with the challenges s/he will face in the future
- Builds competence & confidence



What to look for in a physician executive coach?

- A proven track record of success with people who have similar career paths ... references
- Confidentiality ... low visibility ...
- The coach is 'safe'
- Good 'chemistry' between you and the coach
 - Developing trust ...candor ... confidence
- Shared expectations
- A coaching process that fits your schedule and learning style
- Accessibility



What will be expected of me from a coaching relationship?

- Engagement and commitment
- Completion of reasonable tasks in preparation for/follow-up to coaching sessions
- Focus during coaching sessions
- Honest/candid dialogue ... giving/receiving feedback



What can I expect as an outcome?

- Improved competence
- Enhanced confidence
- Skills to deal with a range of administrative/'people' issues that I will likely confront on a regular basis
- Leadership success observed and acknowledged by others
- Called upon by institution to take on more duties & responsibilities



What will we talk about?

- The fundamentals of leadership
- Effectively communicating a clear Vision
- Stewardship of resources
- Selecting and cultivating the people in my component of the organization
- Having successful 'critical conversations'
- Tools that will enhance my ability to get the outcomes I seek
- Problem solving ... conflict resolution
- My present concerns & issues
- Note, however, coaches are not therapists



Where does one find an experienced physician leadership coach?

- There is no standard or licensure for coaches ...
 - ELAM Alliance
<http://www.ELAMAlliance.org/>
 - References of others
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- Copies of slides www.PhysXCoach.com



