



## OCFP Family Docs: The Early Years Podcast Show Notes and Resources

### **Episode #4: Physician Leadership**

[00:00:01] Introduction to Family Docs: The Early Years, a four-part podcast series for family physicians in their first 10 years of practice. Introduction to the topic: Leadership, with rural family physician Dr. Elaine Blau interviewed by Dr. Jillie Retson.

[00:01:50] A discussion of the skills and qualities that make a good leader.

[00:03:15] The role of mentorship in developing leadership skills.

[00:06:50] Why it's important to be self-aware as a leader; confronting our own sense of perfectionism.

[00:09:35] The specific challenges (and solutions) for women in leadership.

[00:12:18] Tips for physicians who want to become involved in leadership opportunities in their hospital or other organization.

[00:14:55] Advice for those new to leadership who are chairing a meeting for the first time.

[00:18:44] Dr. Blau shares a personal story about a time when she was unexpectedly offered a leadership position; why she is thankful today for that experience.

[00:22:10] Closing remarks, along with information about commenting on this podcast.

## Recommended Resources:

### Books and articles:

#### Women and Leadership:

- **Lean In: Women, Work and the Will to Lead** by Sheryl Sandberg
- **How Women Rise: Break the 12 Habits Holding You Back from Your Next Raise, Promotion** by Sally Helgesen and Marshall Goldsmith (2018)

#### General Leadership:

- **The Mind of the Leader: How to Lead Yourself, Your People, and Your Organization for Extraordinary Results** by Rasmus Hourgaard and Jacqueline Carter (2018)
- **Dare to Lead: Brave Work. Tough Conversations. Whole Hearts** by Brené Brown (2018)
- [https://www.amazon.ca/Dare-Lead-Brave-Conversations-Hearts/dp/0399592520/ref=sr\\_1\\_1?ie=UTF8&qid=1548082387&sr=8-1&keywords=brene+brown+dare+to+lead](https://www.amazon.ca/Dare-Lead-Brave-Conversations-Hearts/dp/0399592520/ref=sr_1_1?ie=UTF8&qid=1548082387&sr=8-1&keywords=brene+brown+dare+to+lead)
- **Strengths-based Leadership** by Tom Rath and Barry Conchie (this book comes with a code to take the online strengths-finder test which identifies your top 5 strengths and a report on how to use them)
- **What Got You Here Won't Get You There: How Successful People Become Even More Successful** by Marshall Goldsmith
- **How to Give a Killer Presentation** - Harvard Business Review  
<<https://hbr.org/2013/06/how-to-give-a-killer-presentation>

#### Engaging, Motivating, Influencing, Teamwork:

- **Drive: The Surprising Truth about What Motivates Us** by Daniel Pink
- **How to Win Friends and Influence People** by Dale Carnegie
- **The Five Dysfunctions of a Team: A Leadership Fable** by Patrick Lencioni

#### Negotiation:

- **Getting to Yes: Negotiating Agreement Without Giving in** by Roger Fisher and William Ury

#### Change Management:

- **Managing Transitions: Making the Most of Change** by William Bridges

#### Strategy:

- **The Thin Book of SOAR: Building Strengths-based Strategy** by Jacqueline Stavros and Gina Hinrichs

### LEADS Framework:

“The Key Points to Leadership Growth - A Checklist for Leaders”

[https://leadscanada.net/uploaded/web/Resources/key\\_points/KEYPOINTS\\_2016\\_EN.pdf](https://leadscanada.net/uploaded/web/Resources/key_points/KEYPOINTS_2016_EN.pdf)

**Leadership Conference:**

- **2019 Canadian Conference on Physician Leadership** - Montreal April 26-27, 2019
  - annual conference cohosted by Joule and the Canadian society of physician leaders
  - pre-courses available

**Courses:**

- Many available through Joule and VitalSmarts
- Physician Leadership Institute courses- access full list of courses online <https://joulecma.ca/learn>