


How to Win Friends and Influence Others as an Anesthesia Leader

Getting ready for your next step


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1




Dale Carnegie Was a Very Smart Guy

- There are effective behaviors in prep for a new role...learn how to:
 - Get to yes;
 - Use praise effectively;
 - Manage your emotions;
 - Walk in their shoe and align incentives.




2




Techniques For Managing Communication

- Begin with praise and honest appreciation.
- Try honestly to see things from the other person's point of view;
- Be sympathetic with the other person's ideas and desires;
- Appeal to the nobler motives;




3




Techniques For Managing Communication

- The way to get the best of an argument is to deflect it;
- Show respect for the other person's opinions. Never say, "You're wrong";
- If you are wrong, admit it quickly and emphatically;



4



Everyone's Career Derailers

- Indecisiveness or lack of confidence
- Lack of awareness for self or others
- Egotistical, arrogant or self-promoting
- Unreliable or untrustworthy
- Critical or argumentative and not open to new ideas

5

Everyone has a few painful lessons...




6



Moving to a new leadership role: The Why and the What

- Know why you want to make a career shift
- Understand your risk tolerance
- Reflect on what you do really well
 - DEIB
 - Faculty comp
 - OR throughput
 - Research development
 - Undergraduate and graduate medical education
 - Recruitment and practice development


7



Moving to a new leadership role: The Why and the What

- Create a resume that reflects your measurable accomplishments
- Measure your portfolio of people and budgetary responsibilities
- Consider what you have done outside the department across the institution or health system
- Consider what you have done outside of the organization where you have had a leadership responsibility


8



Opportunities

- Pros and Cons of working within your organization
 - Academic path
 - Operations path
- Working outside your organizations but not leaving
 - Outside societies
 - Politics
 - Consulting
- Leaving your organization for a new role
 - The increasing opportunities for physician leaders

9



The How: Playing Both the Inside and Outside Game

- Navigate the echelons of “power” with pragmatism and grace;
- Understand the subtleties of institutional dynamics;
- Build strategic relationships and coalitions
- Stand up for what is right;
- Play or at least appreciate the impact of the outside (public game) and inside (political game).

10



11