

3^a Conferenza Nazionale

22-23 settembre 2017 Hotel Bologna Fiere, Bologna

**Settore
Anaaio Giovani**



MEDICAL LEADERSHIP

**Significato, campo d'azione,
preparazione accademica o sul campo?**

Stefano Magnone

Discussant Bruno Nicora

Unhappy doctors: what are the causes and what can be done?

The new compact between doctors requires recognition of the contribution of other professionals to the healthcare system, being accountable to and supporting colleagues, offering and accepting constructive feedback, and active engagement in mentoring and guiding others. In return doctors need to receive greater personal support from colleagues and the work environment, help and support to improve their services, and opportunities to continue to develop personally and to have a portfolio of interests (clinical skills, research, education, personal interests, projects, etc.)

Definizione

Medical leadership consists of having fully trained physicians occupying leadership roles relevant to the practice of medicine. Physician leadership can include resource managing, decision making, recruiting and medical consulting as well as implementing changes and improvements in hospital and clinical settings

Definizione



Improving leadership is not about fixing weaknesses. It's about building strengths.

www.thelancet.com Vol 386 July 11, 2015

Domanda

L'autorevolezza del medico nella corsia: ha più radici nella preparazione accademica, nella clinica della specialità o si cresce in medical leadership una volta inseriti in un contesto lavorativo?

(Medical) Leadership

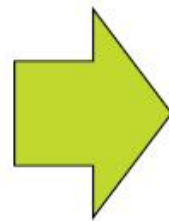
Leadership has to come from within the academic and professional communities, but it must be backed by political leaders in government and society.

The future of health and healthcare requires new workforce approaches and the development of the right sort of leadership for a new age.

Creare leadership

Medical leadership

Amateur Sport or Profession?



Dobbiamo cambiare

“In times of change, learners inherit the Earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists.”

Eric Hoffer, The Ordeal of Change

Dove si impara a essere leader?

FMLM **Standards of Medical Leadership**

- 1. Values, behaviours and competencies**
- 2. Accreditation:**
 - Career routes
 - 'Training'
 - ? Three levels
- 3. Measurement & maintenance of performance; appraisal & revalidation**
- 4. Define organisational 'support'**

Domanda

L'interfaccia universo accademico/universo
lavorativo: il sindacato può illuminare il
tragitto nella "terra di mezzo" e con quali
strumenti?

Il sindacato

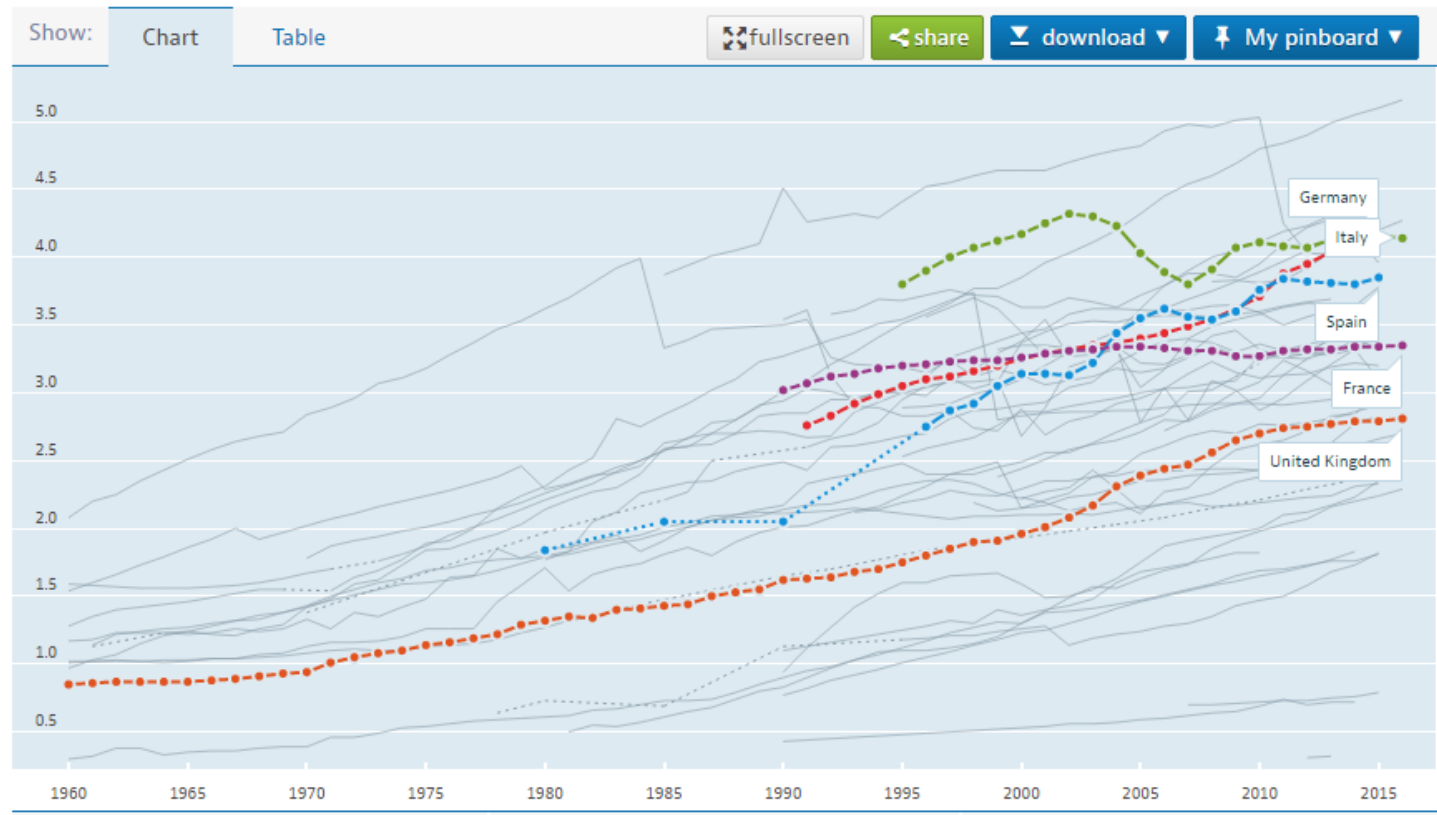
- Non può esserci sindacato se non c'è la politica
- Cercare altri interlocutori cui proporre il nostro modello di formazione
- Puntare maggiormente sulla formazione «a latere» rispetto al core curriculum sindacale
 - Leadership
 - Comunicazione
 - Rapporti con le associazioni dei cittadini

Indicators

- Health spending
- Pharmaceutical spending
- Doctors**
- Nurses
- Medical graduates
- Nursing graduates

Doctors Total, Per 1 000 inhabitants, 1960 - 2016

Source: Health care resources

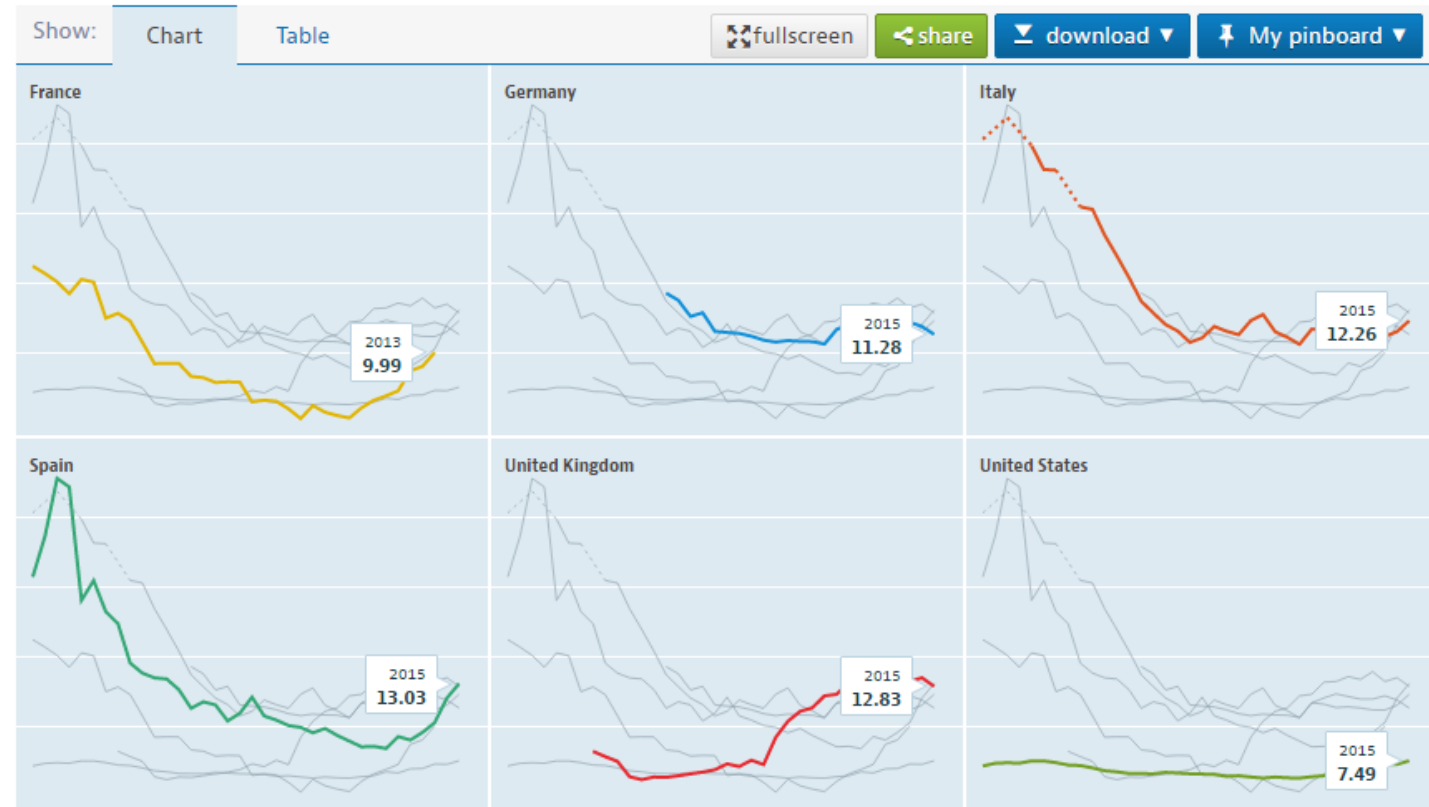


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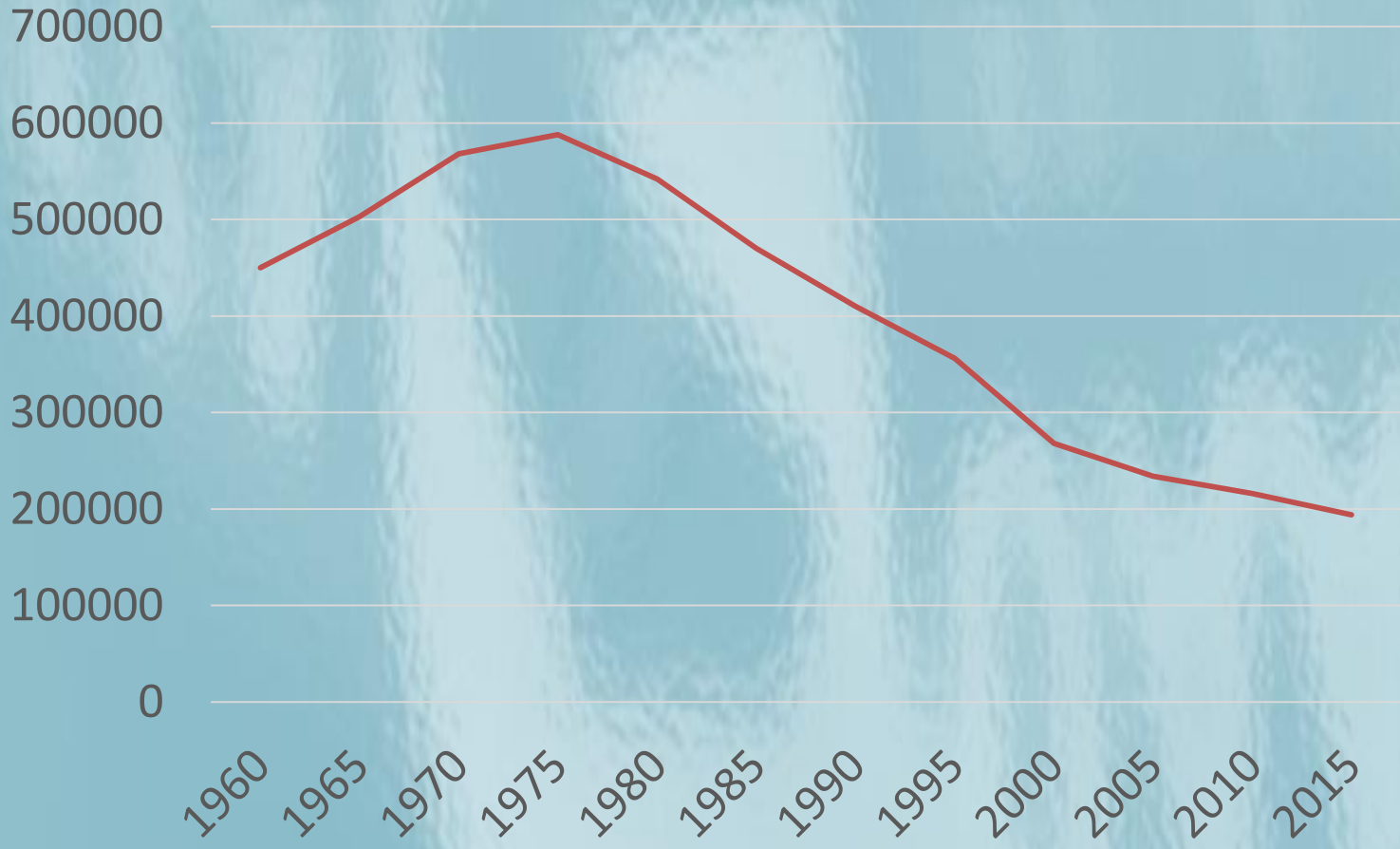
Medical graduates Total, Per 100 000 inhabitants, 1980 - 2016

Source: Health care resources





Posti letto in Italia



In conclusione

- La leadership medica si costruisce in questi anni
- Approfittare della gobba pensionistica per ridefinire la professione in rapporto con le altre professioni sanitarie
- Non siamo pochi, siamo troppi!!