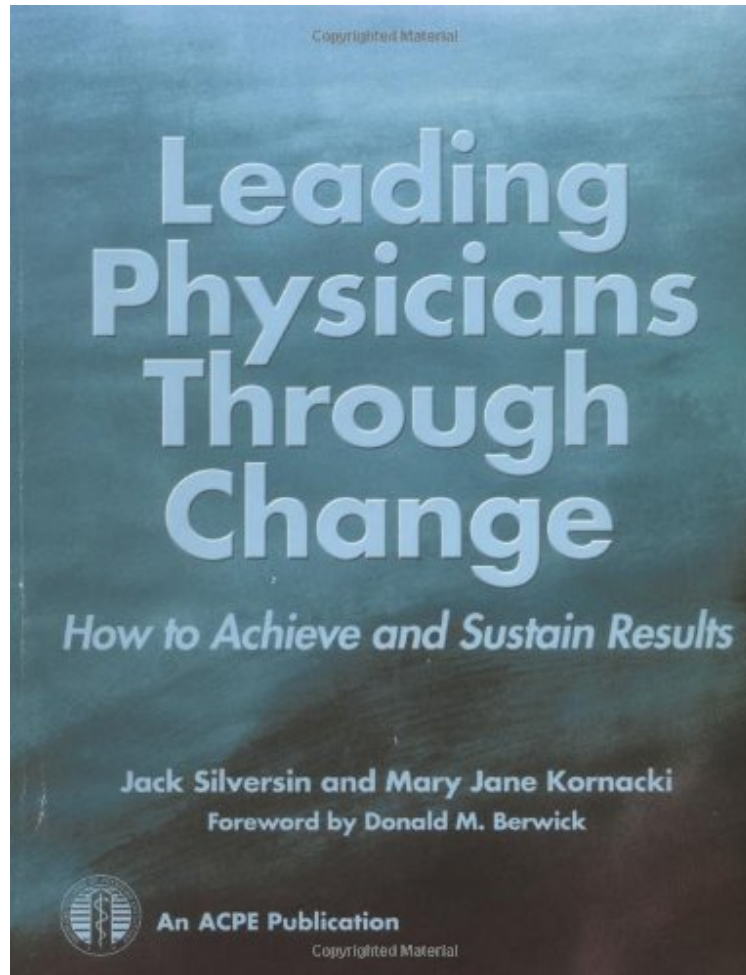


Leading Physicians through Change : How to Achieve and Sustain Results

Mary Jane Kornacki, Jack Silversin

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1 of 2 people found the following review helpful. Excellent BookBy smileyfacesThis book is a great resource for developing physician leaders and administrators who are engaged and interested in leading change within their healthcare organization. It describes real life perceptions and experiences from the physicians and administrators point of view. I would highly recommend this book to all physicians who are responsible for leading change within their organization.

The book provides detailed information on the implementation of a model that can help an organization gain support from physicians for major organizational changes. The book includes tools for the model and a series of sidebars that describe successes with the model.

...a step-wise approach to much more productive interactions between physicians and the organizations with which they must work... -- Donald M. Berwick, MD, MPP, President and CEO, INstitute for Healthcare Improvement, Boston, Mass. A beautiful and articulate presentation of the best model I have seen for rapid change in physician organizations. -- William M. Rupp, MD, President and CEO, Luther-Midelfort Clinic, Eau Claire, Wis. This is a "how-to" manual that outlines in realistic detail the processes for effective change implementation. -- George Perlstein, MD, Executive Director, Palo Alto Medical Clinic, Palo Alto, Calif. About the Author Jack Silversin, DMD, DrPH, and Mary Jane Kornacki, MS, are the founding partners of Amicus, a health care consulting firm based in Cambridge Massachusetts, with clients nationwide. For 20 years, their work has focused on helping executives of physician organizations, hospitals, and health systems across the country to develop shared organizational vision, strengthen leadership and governance, and accelerate the implementation of large-scale change. Their breakthrough work on physician compacts is helping organizations achieve better results from change efforts and improve physician morale and commitment. A graduate of the Harvard University School of Dental Medicine, Jack holds a doctorate in public health from Harvard and serves as a member of the faculty of medicine at the School of Dental Medicine. He is a nationally recognized speaker on physician culture and change in physician organizations and is a frequent speaker at Institute for Healthcare Improvement, American Medical Group Association, and Medical Group Management Association meetings. He is helping to establish a center dedicated to understanding and promoting change in healthcare settings to be based at Brigham and Womens Hospital in Boston, Massachusetts. Mary Jane Kornacki holds a master of science degree in public health from the University of Massachusetts, where she specialized in health education and health behavior. Her special interests include leadership, team dynamics, and the professional satisfaction of women physicians in medical organizations. Her understanding of the principles of adult learning and behavior change is reflected in the models and tools that are fundamental to the firm's consulting work and to this book. Jack and Mary Jane have collaborated on numerous publications on physician cultures, physician morale, medical group dynamics, governance in physician organizations, and service improvement in health care. They welcome hearing about your experiences leading physicians through change and how this book affected your approach and results. iii