

ACTION PAPER

TITLE: LEADERSHIP TRAINING FOR PSYCHIATRISTS

WHEREAS

The innate ability to manage different personalities is the core concept of “emotional intelligence” and the raw characteristic of a leader. It complements the advocacy, communication and liaison skills that most psychiatrists have because of the vulnerable patients we care for.

Literature suggests that leadership involves stepping away from the individual physician-patient relationship and examining problems at a systems level, and viewing issues broadly. Both communication and maintaining a *balcony perspective* are skills that psychiatrists can effectively utilize to carry out complex managerial responsibilities.

In addition to these important skills, a leader needs to have at least a basic understanding in areas like marketing, finance, management, accounting, mediation, negotiation, decision models, and resource allocation.

The APA has offered limited resources and training for psychiatrists that wish to assume leadership roles. Professional guidance, access to effective and easily accessible courses and learning materials can be a helpful resource for interested members.

Existing APA resources: Presently the APA provides one hour leadership focused sessions at the Annual Meeting for residents and early-career psychiatrists, but there is no formal training in organizational issues. The sessions are limited in nature, and do not cover scenarios or extensive learning about hospital administration, policies and overall functioning.

The APA offers ten leadership fellowship positions annually which awards funding to attend meetings, and is focused on developing leaders in psychiatry, by encouraging participation in the Council, Joint Reference Committee, and APA’s Board of Trustees.

Although APA provides a series of useful documents under Practice Management, these documents are focused on private practice and insurance related issues.

BE IT RESOLVED:

1. That a workgroup will be formed to create a Leadership Development Training Course for psychiatrists comprising online training modules and live classes.
2. That the course will include but not be limited to marketing, finance, management, accounting, health law, communications, risk management, mediation, negotiation, decision models, and resource allocation.
3. That the workgroup will collaborate with an institution well known for Healthcare Management training for the development of this course curriculum.

4. That the Leadership Development Training Course for psychiatrists will be maintained and updated by the Council on Medical Education and Lifelong Learning and made accessible to APA members at nominal cost through the APA website and utilized for professional development.

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ESTIMATED COST:

Author: \$ 51,537

APA: Leave Blank – APA Administration will complete this once the paper has been submitted.

ESTIMATED REVENUE GENERATED: \$ 500,000 per year

ENDORSED BY:

Area 2 New York State Psychiatric Association Assembly Members
Assembly Committee of Resident-Fellow Members (ACORF)

KEYWORDS: Leadership, education, development, training course

APA STRATEGIC PRIORITIES: Education

References:

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3. American Association for Physician Leadership: Certified Physician Executive <https://shop.physicianleaders.org/collections/certified-physician-executive?hsCtaTracking=2d5e1b3a-34a3-4fad-98a6-79ad5a58e642%7C4436029d-7262-4cb9-9c7d-5c648efa6900>