

ACFP and LEADS: Leadership for Where You Are

Presented by Terri Potter, Executive Director
Alberta College of Family Physicians

Why Family Physician Leadership?

According to evidence, Family Physicians:

1. Provide the best and majority (68%) of the health care for patients
2. Are patient-centred
3. Value patients and families as a part of the team
4. Understand what the priorities are in family medicine and primary care
5. Can articulate gaps and opportunities with transitions in care and the health system for their patients

However...

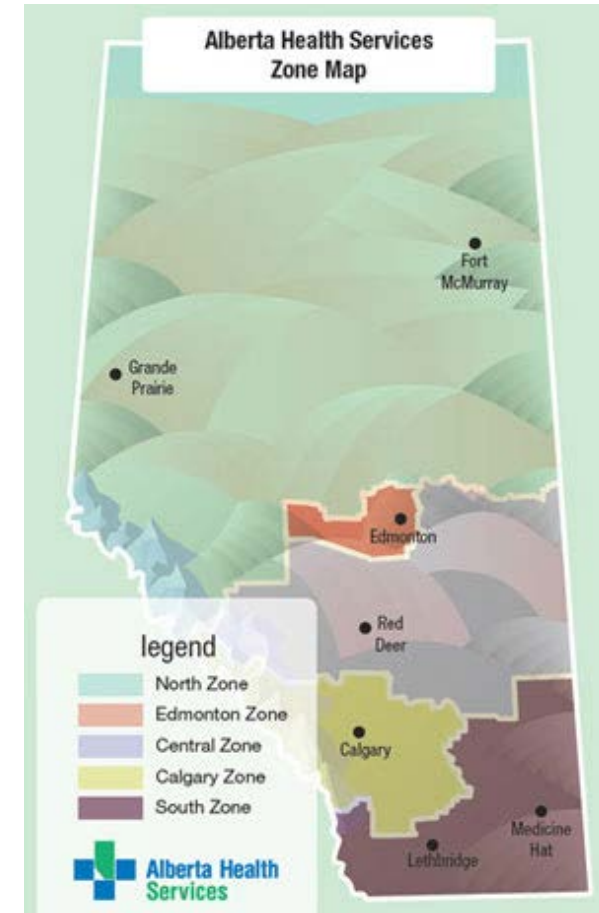
Family Physicians are not often leading system improvement or the development of primary care guidelines, tools, models of care or care pathways.

ACFP Peer Group – LeadFM Conference Plenary Session 2017

Can Fam Physicians 2015; 61:449-53

The Alberta Landscape

- 3700 Community Based Family Physicians
- Over 900 Clinics (Patients' Medical Homes)
- 42 Primary Care Networks
- 5 Zones - AHS
- 14 Strategic Clinical Networks - AHS
- Different Organizations Have Responsibility for:
 - Local Delivery
 - Health System Operations
 - Clinical Leadership and Innovation
 - Continuing Professional Development
 - Regulations
 - Funding



Building the Coalition

- Alberta College of Family Physicians – Secretariat and Fiscal Sponsor
- Primary Care Alliance – Governance
- Alberta Medical Association – SGP/SRM – Contributor
- Primary Care Network Leadership – Contributor
- Departments of Family Medicine – Contributor
- Alberta Health Services – Contributor and Fiscal Sponsor

Areas of Leadership Required



Clinic and PCN Leaders

- Champion practice based changes
- Influence others to participate in local decision making and change
- Support peer-to-peer dialogue



Zonal and Initiative Leaders

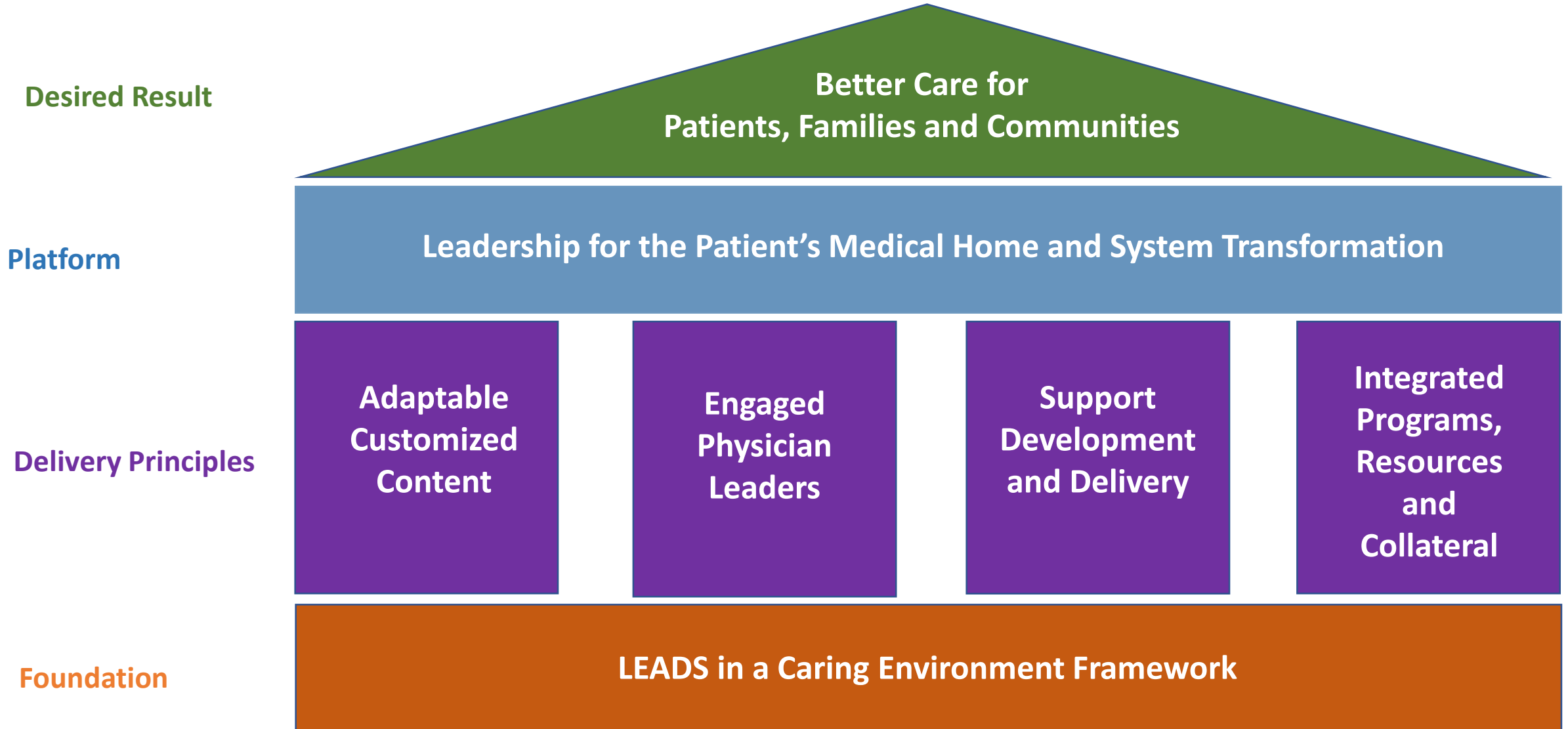
- Provide guidance and promote collaboration in specific initiatives
- Work across organizational boundaries for initiative success
- Ensure alignment to the PMH vision and values



Provincial Strategic Leaders

- Set provincial priorities and strategic direction
- Promote system thinking for innovation and spread
- Engage and influence health system leaders for optimal system performance

Achieving Results with LEADS



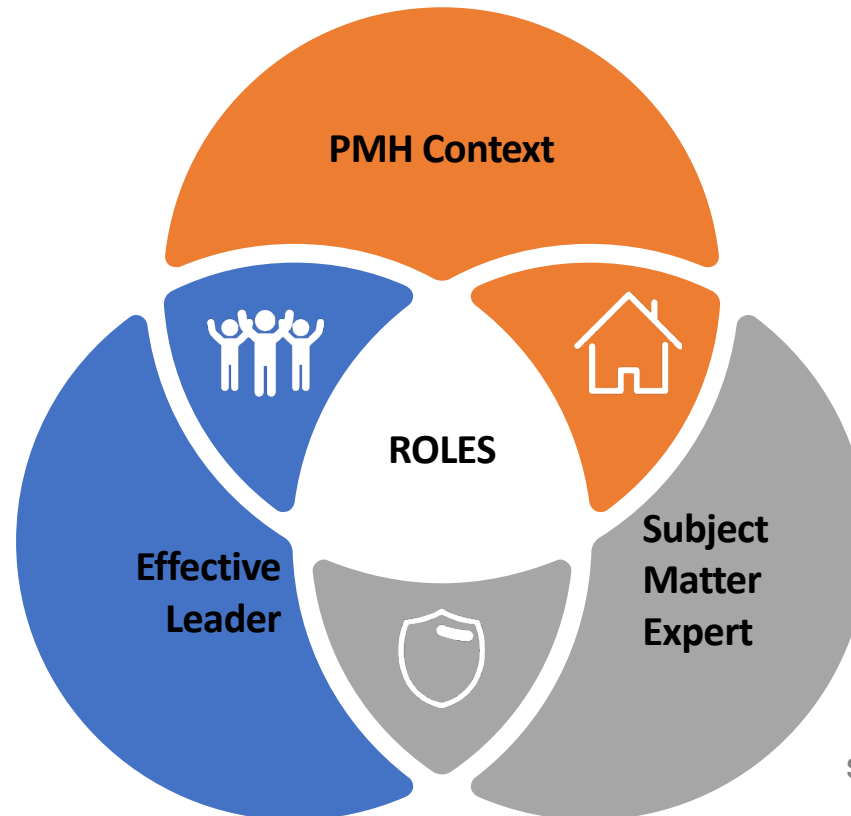
Physician Leadership Roles and Skill Sets



Effective Leader

LEADS Capabilities

- Lead Self
- Engage Others
- Achieve Results
- Develop Coalitions
- System Transformation



PMH Context

Understand the PMH model and can lead in system and practice redesign



Subject Matter Expert/Interest

Particular expertise to support the implementation of clinical and practice excellence

Where We Are Now

Alberta has 9 family physician and 6 non-physician LEADS faculty



Current Session Offerings

Developing a Vision and Sticking with it

- Guides participants through creating or refining a vision and then how it can be used to guide decision-making

Getting your Primary Care Measurement Project off the Ground

- Guides participants through determining what should be measured, and the most meaningful way to measure it

Building Effective Coalitions

- Guides participants through the process of creating a coalition of the willing, and how to use it most effectively

The Art of Engagement

- This session will demonstrate how participants can be effective change champions to enable systems transformation

Leading Primary Care Transformation in an Uncertain Environment

- Guides participants through what is needed to ensure effective Primary Care transformation, and how they fit in

Where We Are Now

1. A delivery model and contractual agreements have been proposed to the faculty by ACFP
2. ACFP will facilitate the roll out of LEADS module delivery
3. AMA, AHS and ACFP leaders are meeting regularly to discuss a broader implementation of leadership development for the Patients Medical Home
4. A Physician Champion Network (over 80 members) meets regularly by webinar to build a community of practice and understand the relevance of current provincial initiatives

Our Plan Going Forward

1. Embed LEADS principles in leadership and clinical initiatives
2. Build a culture of leadership where it is “the way business is done around here”
3. Create awareness and a desire for ongoing leadership development
4. Create new modules as needs arise
5. Recruit and build more leadership capacity

Questions?



Feel free to contact me anytime at Terri.Potter@acfp.ca or by phone at 780-488-2395.