

The Feagin Medical Leadership Model



Core Principles

ACTING WITH PERSONAL INTEGRITY - behaving in an open, honest and trustworthy manner*

COMMUNICATING EFFECTIVELY - ability to communicate with patients and team; successfully navigating difficult conversations and providing feedback

PURSUING EXCELLENCE - striving for excellence in all areas of personal, team, and organizational life

MAINTAINING PATIENT-CENTEREDNESS - focusing on patients' best interests; working in partnership with patients; ensuring patient safety

SERVING SELFLESSLY - ability to put others' needs before one's own; demonstrating great concern for common good/other people

Teamwork	Knowledge	Emotional Intelligence
<p>MOTIVATING - inspiring oneself and others to achieve goals</p> <p>MANAGING PEOPLE - delegating, providing direction, and promoting equality and diversity*</p> <p>OPTIMIZING TEAM DYNAMICS - understanding team members' roles, strengths and weaknesses; influencing diverse talents to achieve common goals</p> <p>ENCOURAGING IMPROVEMENT, INNOVATION, and CONTRIBUTION - creating a climate of continuous quality improvement where all thoughts and ideas are valued without fear of criticism, and identifying areas for growth</p> <p>FOSTERING VISION - developing an organizational vision, communicating that vision, and embodying its principles *</p>	<p>ACTING WITH PROFESSIONAL ETHICAL VALUES - knowing and applying medical ethical principles to difficult situations*</p> <p>THINKING CRITICALLY - being able to think analytically and conceptually to evaluate and solve problems*</p> <p>HAVING A STRONG KNOWLEDGE BASE - being an expert in a given field and demonstrating mastery of core knowledge</p> <p>APPLYING KNOWLEDGE AND EVIDENCE - the ability to translate research and evidence-based practice in order to optimize outcomes*</p> <p>BEING DECISIVE - using values and evidence to act decisively, especially in difficult situations</p>	<p>BUILDING AND MAINTAINING RELATIONSHIPS - listening to and supporting others; gaining trust and showing understanding*</p> <p>DEVELOPING SELF AWARENESS - being aware of one's own values, principles and assumptions*</p> <p>MANAGING SELF - organizing and self-regulating actions and emotions*</p> <p>MAINTAINING PERSONAL BALANCE - prioritizing activities to maintain mental and physical health</p> <p>CULTIVATING PERSONAL RESILIENCE - ability to cope with demanding situations</p> <p>ADAPTING TO CHANGE - flexibility, adapting to change readily, being the first to change when required</p>