Preamble: Clinical Doctors are in the centre of the clinical leadership activity/competency
Relevance

• In the past, hospitals were led by doctors;

• The modern option tends to favour trained managers, most frequently non-physicians;

• An increasing body of evidence shows that appointing physicians into leadership positions secure:
  • improved hospital performance
  • Improved patient care
More clinician participation in hospital management = increased organizational performance in terms of:
- care quality
- efficiency
- lower morbidity
- increased patient satisfaction
European Clinical Leadership Academy
European Training Requirements

Training requirements for senior doctors with clinical leadership experience (fellowship)

Training requirements for trainees
Training Requirements for Senior Doctors (with CL experience)

Demonstrating Personal Qualities

• Technical-professional skills
  • Professional course
  • Continuing personal development

• Time of practicing
  • Developing self-awareness
  • Acting with integrity

• Education activities as trainer
  • Training activities
  • Managing oneself
Training Requirements for Senior Doctors (with CL experience) II

Leadership skills

• Experience, capacity and ability to manage teams

• Experience, capacity and ability to manage service

• Experience, capacity and ability to manage organisations
Training Requirements for Senior Doctors (with CL experience) III

Project of Management of a Medical Department

- **Managing services**
  Planning / managing resources / managing people / managing performance

- **Improving services**
  Ensuring patient safety / critically evaluating

- **Setting direction**
  Identifying the contexts for change / applying knowledge and evidence / making decisions / evaluating impact
Training Requirements for Trainees I

Theoretical Knowledge

1. Teamwork
2. Individual and collective performance
3. Best practice
4. Communication
5. Ethical aspects
Training Requirements for Trainees II

Theoretical Knowledge

6. Management
7. Risk management
8. Governance and legislation
9. Quality improvement
10. Research
Training Requirements for Trainees III

Practical and clinical skills

1. Critical self-awareness
2. Team leading
3. Extended collaborative working
4. Effective working relationships and communication
5. Empower people
Practical and clinical skills

6. Team/service (activities) management
7. Audit and implement changes accordingly
8. Manage working conditions and resources
9. Improve medical practice
10. Promote research
Training Requirements for Trainees V

Competences
(attitudes and behaviours, professionalism)

1. Personal growth
2. Team leadership skills
3. Patient-focused approach
4. Personal qualities
5. Liability in governance
Training Requirements for Trainees VI

Competences (attitudes and behaviours, professionalism)

6. Governance knowledge and support
7. Excellent professional conduct
8. Ability to manage resources
9. Good communication
10. Ability to improve and change
Governance

The Clinical leadership Academy is governed by AEMH in close collaboration with UEMS.

The Academy is managed in collaboration with other EMOs and universities from different European countries.

The management of the CL academy is done by the CL Academy Board.
Expected launch of the Clinical Leadership Academy

6 May 2021, Austria

(on the occasion of the joint AEMH-FEMS General Assembly)
Questions ?
Thank you for your attention!