



10 Ways To Become A Better Leader

Leaders make things happen. Followers wonder why things never get done.

The conditions of any workplace start from the top down rather than from the bottom up. With this in mind, it is extremely important to review your strengths not only as a medical professional but as a practice leader as well. Although there are many different leadership styles, there are certain attributes that owners and managers must possess to effectively guide their teams.

Be Innovative. When your staff sees that you are not afraid to shift the paradigm or implement new ideas, they will respect you as a leader in your field. When they see how new products, services, promotions and revenue streams can increase the profitability of their employer, they will go out on the limb with you to help improve your practice and increase the level of security of their employment.

Always look to your staff members for innovative ideas and new ways to inspire loyalty. Motivate and reward those team members who share ideas and support you through new endeavors. Acknowledge that you appreciate staff members sharing their concerns and different points of view, and that all ideas will be considered. Never discount an idea from an employee, no matter how trivial it may appear. It was important enough for them to bring it up to you. Many times, praise goes a long way in encouraging employees to share feedback and new opportunities for practice growth, and the feeling of appreciation is paramount.

Communicate With All Members of Your Team.

Effective leaders consistently encourage dialogue between staff and management. In a medical practice, this is extremely important, as your employees regularly hear patients' suggestions and complaints. Shutting down the lines of communication from an employee can stop future dialogue resulting in a loss of wonderful and positive ideas.

Your communication should include clear, concise and consistent training for each and every level of personnel in your organization. If conducted on a scheduled basis, it becomes part of the organization's culture.

The best way to communicate with team members is to schedule one-on-one time with each of your key personnel. In order to effectively delegate your time, you must stop the "You gotta minute!" scenarios. Set aside specific times each week to discuss new endeavors, gain feedback on departmental concerns and listen to input from team members. Depending on how many departments you manage, you may want to have your department heads meet with their own departments on a regular basis to formulate an agenda prior to your meeting. Each department head should also conduct regular staff meetings to allow their team members to vent their frustrations and share ideas.

Analyze Your Own Leadership Style and Ability.

Are your current leadership qualities helping or hindering