

3rd International Conference on

Reproductive Health and Medicine

May 21-22, 2018 | Vienna, Austria

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Developing doctors: The effectiveness of a physician leadership institute on participant skills and professional association leadership

The American College of Obstetricians and Gynecologists (ACOG) represents OB-GYNs in the US and Canada with members in Latin America, the Caribbean, and Africa. For 13 years ACOG's leadership development program for physician leaders has provided four days (37 hours) intensive training and an available six-month follow-on distance based program. To date, nine College Presidents have risen from Fellows trained in this program since its inception. To assess the impact on participant perspective of program effectiveness, four cohorts (2013–2016, n=77) were asked to rate their skill levels in the 11 Core Competencies at six months post-program (1=unskilled and 5=excellent skills). Results indicate significant increases ($p<0.01$, two-tailed test) in skill levels in all competencies, with an average rating of 2.73 before the onsite training and an average rating of 3.93, six months after training completion. Ratings indicate significant increases ($p<0.01$, two-tailed test) in skill usage in all competencies, with an average rating of 2.97 before the onsite training, and an average rating of 3.78 six months after training completion (1=not at all and 5=extensively). 55% of respondents (n=47) reported receiving a job promotion, experiencing a change in job, or taking on new leadership opportunities within the six months after completion of the ACOG National Leadership Institute (NLI). Of those who reported a new job or leadership opportunity, 98% (n=46) reported they felt the skills learned at ACOG-NLI helped prepare them for their new role(s). Developing physician leaders in these non-traditional skills offers benefits at the individual and the professional organizational level.

Biography

Claudia S P Fernandez completed her DrPH at the University of North Carolina at Chapel Hill (UNC). She is the Director of the ACOG Robert C Cefalo Leadership Institute and teaches Leadership at several national and global leadership programs.

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