Threats to Stability and How to Manage

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Threats to Stability

Topics For Discussion

✓ Death/Retirement/Divorce
✓ Natural Disasters
✓ Grant Funding
✓ Faculty Turnover
✓ Burnout/Disruptive Faculty
✓ Diversity/Generational Issues/Culture
✓ Conflict
Threats to Stability

The Answers

- Vigilance
- Anticipation
- Planning
- Training
- Communication
- Reflection
Death/Retirement/Divorce

- Events that directly affect particular individuals in the team
  - Personal stress
  - Decreased productivity
  - Decreased work quality
- Often result in spillover effects that touch the entire team
  - Behavioral issues with coworkers and patients
  - Absenteeism
  - Formal Leave
Natural Disasters
Natural Disasters

- Anticipation
- Preparation
- Communication
Grant Funding

- Ever changing funding environment
  - External
    - What work is being promoted by funding agencies?
    - General funding levels available to agencies
    - Methodology and research process trends
  - Internal
    - Institutional/departmental fund availability for research subsidy
    - Bridge funding mechanisms
    - Institutional research strategy
      - Institutional planning
      - Change in leadership
- Results
Faculty Turnover

• It will happen
  ✓ Sign of a healthy department
  ✓ Life requirements on Faculty

• Ensure it is not excessive
  ✓ Continually monitor
    ✓ Organization
    ✓ national benchmarks
Burnout/Disruptive Faculty

• Burnout is real
  ✓ Hard to define
  ✓ Harder to treat

• Disruptive Behavior- simply can’t have it
  ✓ Root cause analysis
  ✓ If no addressable cause- eliminate
Diversity/Generational Changes/Culture

• A sign of our evolving population
• An asset to an organization when recognized
• It’s not just about “having it”
• It’s about managing it - Organizational Inclusive Behaviors
  ✓ Commitment from leadership at all top levels
  ✓ Ability to influence organizational decisions
  ✓ Fair treatment - equity
• Perception is reality
Conflict

- It will happen
- Should never be ignored
- Severity may drive how swiftly it needs to be managed
- Constituents to the conflict key to approach
  - Differences in communication style
  - Likelihood of re-engagement
- Resolution preserves and nurtures interpersonal relationships
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Questions?