**Psychologists as Leaders in Healthcare**

**Shandra Brown Levey, Ph.D.**

All interns will participate in our leadership development mentoring series. Through this, interns will meet with mentors once a month for approximately an hour and a half to learn about healthcare policy, practice transformation, and leadership.

Primary Care Psychology interns with major rotations at Salud or AF Williams will take lessons back to their major rotation primary supervisors for further discussion regarding opportunities for direct application and implementation of principles and lessons learned for on the ground implementation. Throughout the year, Salud and AF Williams interns will meet with mentors and primary supervisors, select a track of focus, and discuss progress regarding implementation options and observations for leadership principles at their major rotation sites which will culminate in a project to be presented at the end of the year. This project is required for Salud and AF Williams interns, but optional for JFK interns and at the discretion of Drs. Reaven and Blakeley-Smith.

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| **Specialized professional development with physician faculty mentors** |
| Track | Mentor | Description |
| Leadership | Dr. deGruy | Highlight the importance of flexibility, adaptability, learning, and innovation to promote effective psychologist leaders. |
| Healthcare Policy | Dr. Green  | Review how healthcare policies influence clinical care processes and how these policies influence behavioral health. |
| Practice Transformation | Dr. Knierim | Provide an overview of how innovative care delivery features are integrated into real-world clinics to improve patient care. |

**Primary Care Leadership Track.**Dr. deGruy will help support interns’ understanding of the role of psychologists in leadership. Clinics are complex, adaptive systems, and successful leadership must be understood in the context of such complex adaptive systems. Flexibility, adaptability, learning, and continuous innovation must be exercised for a complex adaptive system to achieve success (deGruy, 2015). Dr. deGruy will facilitate a deepening of understanding of Complexity Leadership Theory (Uhl-Bien, Marion, & McKelvey, 2007), its application, and how interns can use this theory to enhance leadership capacity and success throughout their career.

**Healthcare Policy Track.** Dr. Larry Green will help support interns’ understanding of healthcare policy. Dr. Green is the founding director of The Robert Graham Center for Policy Studies in Family Medicine and Primary Care, which opened in 1999 in Washington, D.C., with the mission of bringing a family medicine perspective to health policy deliberations in the nation’s capital. Dr. Green was an architect of the Future of Family Medicine project (FFM) initiated in 2002 by the leadership of seven national family medicine organizations. Recognizing fundamental flaws in the fragmented U.S. health care system and the potential of an integrative approach, the FFM project developed a strategy to transform healthcare to meet the needs of people and society in a changing environment and outlined a model of care based on the concept of a patient-centered medical home. Dr. Green will foster a deepening understanding of the role of psychologists in healthcare, and policy change at the local, state, and national levels.

**Practice Transformation Track.** Dr. Kyle Knierim will meet with interns to support their understanding of the role of psychologists in practice transformation. The American Psychological Association has identified practice transformation activities as an area where psychologists could bring enormous knowledge and skill given the high quality training in quantitative and qualitative research methods, effective communication, and knowledge of evidence-based interventions. Practice transformation refer to formalized quality improvement initiatives where particularly relevant topics include patient care and safety, protocol design, and obtaining appropriate and reliable payment for services. The goal of these training activities is to motivate healthcare professionals to undertake the challenges of practice transformation and to engage in state and national practice transformation activities.