

USS: Leadership Panel Lessons Learned and Tips for Success for New and Seasoned PAs

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Introduction

- Military Physician Assistants (PAs) have supported the military by ensuring the military force is both ready to fight today and prepared for the challenges of tomorrow.
- Since the inception of the PA profession, military PAs have demonstrated that they are versatile and adaptable force multipliers, performing essential work in a variety of environments ranging from combat outposts to clinics and command suites.
- Vast changes in the role of the PA, and in the opportunities for PA development, which includes opportunities in executive leadership. Military PAs have a dual role in being clinicians and being leaders.
- The panel will discuss their experiences by sharing lessons learned and tips for success that will help all audiences, military and civilian, in navigating their careers especially those who aspire to take leadership roles.

Disclaimer

- The author(s) has no personal disclosures
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Agenda

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- Pre-test
- Agenda
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- Military PAs and Leaders
- The military PA as a clinician and leader
- The Triad: Leader, Manager, Follower
- Importance of the Triad
- Panel Discussion on Tips and Lessons Learned in The Triad
- Conclusion
- Discussion/Questions
- Post-Test
- References

Learning Objectives

1. Explain the importance of the role of the military clinician as also being a military leader
2. Explain the importance of leaders, managers, and followers
3. Provide experiences and lessons learned from a panel of executive-level leaders

The military PA as a clinician and leader

- Military PAs are groomed early to serve simultaneously as both clinician and leader
- Military PAs have a myriad of specialization and certification opportunities
- Attend requisite leader training as per the training domains
 - Institutional/operational/self-development

The Triad: Leader, Manager, Follower

- Leaders are visionaries, catalysts for change, and build trust in the organization
- Managers implement the plans and processes to achieve the leader's vision, they monitor, measure, and assess progress.
- A leader cannot exist without followers, followers willingly go where the leader leads



Leading, Managing, Following Attributes



Qualities of Effective Followers

- Loyal, effective team player with a contagious attitude
- Always ready to accept tasks
- One who remains positive in changing or confusing situations
- Regards peers well and is well-regarded
- Acts for the good of the team, as well as self
- Competent
- Dedicated
- Honest, Sincere
- Strong, Independent

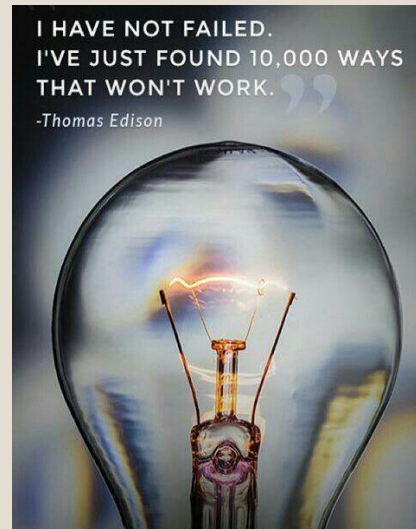
Importance of the Triad

- The ideal concept is a proper blending of the right mixture of leadership, management, and followership at the right place and right time
- When one is unsure of whether they are a leader, manager, or follower, the organization will suffer
- Distinguishing the roles of leader, manager, follower will enable the individual to exercise the right set of skills appropriate to their role



Panel Discussion on Tips and Lessons Learned on The Triad

- What lessons have you learned at the executive-leader level?
- Can you share an example of when you had to lead, manage or follow?
- Do you believe there is a difference between leading and managing? Is one more important than the other?
- What experiences enabled you to be a good leader or a good manager?



Leadership Panel



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EMPA Residency
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COL Matt Douglas

Dean, Graduate School,
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COL James Jones

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Leadership Panel



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JSOC Deputy
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Leadership Panel



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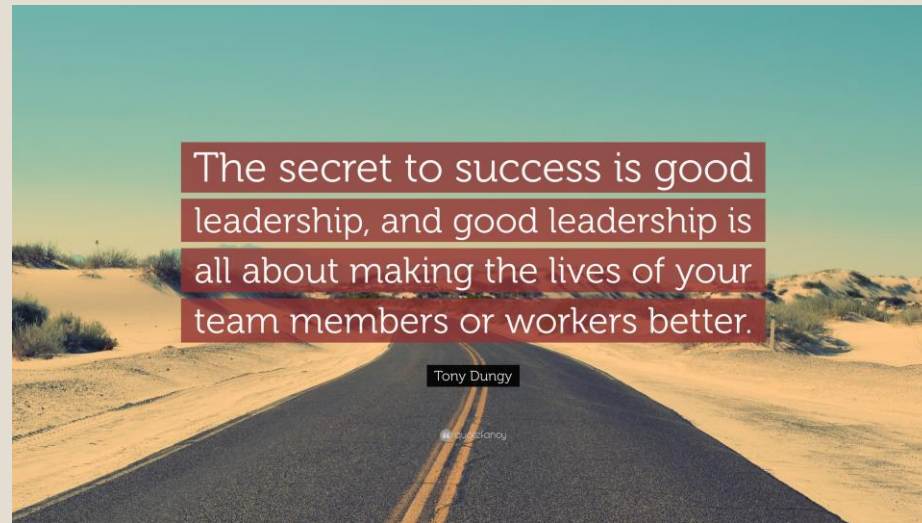


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Conclusion

- In order for PAs to advance in their careers in the leader domain, they must build upon their leadership, management, and follower experiences to serve at any level of an organization



Discussion/Questions



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