

# Relationship Centered Health Care



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Dear colleague:

As a 21<sup>st</sup> century healthcare leader or consultant, a fundamental part of your work is leading organizational change: change to improve quality, safety and efficiency; change to meet patients' evolving expectations; change to refocus professional education; change in research mission and methods; change to improve the bottom line. As such, your work involves engaging others, developing shared vision, planning and tracking outcomes, building motivation and commitment, and maintaining accountability. People look to you for inspiration, to resolve conflict, to help them through the uncertainty and confusion of these times, and to create effective healthcare organizations that are the best places to get care, to learn, and to work.

With a role as challenging and important as yours, shouldn't you have the support you need to succeed and thrive in your work? We invite you to join us for **Leading Organizations to Health**, an innovative year-long leadership institute for senior and midlevel leaders and consultants who are passionate about organizational transformation. For more than a decade, we have been helping healthcare organizations build leadership capacity, strengthen communication and collaboration skills, and develop inspiring and engaging workplace cultures. In this work we have woven together a unique and remarkably effective combination of theories, methods and practices that has fostered change and produced substantial and measurable performance improvement across a wide spectrum of organizations. Now we are eager to share this approach with others.

**LOH** is a virtual fellowship combining elements of a learning community, an advanced leadership seminar, a personal retreat, executive coaching, and a 10-month consultation on organizational change. Over the course of four quarterly meetings supplemented by monthly conference calls, you will have the opportunity to be part of a trustworthy learning community in which you will:

- learn practical, powerful and psychologically sophisticated theories of individual and organizational behavior (e.g., Complex Responsive Process, Self Determination Theory, Appreciative Inquiry, and others) to help you make sense of what's happening in your organization, provide grounding and direction in the face of uncertainty and guide effective action;
- develop high level communication and group facilitation skills that will help you energize teams, address challenging behaviors, delegate effectively, resolve conflict and approach other demanding interpersonal situations;
- pursue reflective self-exploration and personal renewal to help you engage in your leadership role from a deep sense of integrity and authenticity, and to align your personal sense of meaning and purpose with the work you do every day.

The work of positive organizational change in healthcare is too important to approach with anything less than full readiness. If you have a strong desire to make healthcare organizations safer, more effective and healthier places to work, we sincerely hope you will join our community of kindred spirits for a stimulating and transformative program.

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