

STEPPING STONES TO SUCCESSION

3
Executive Leads

3
Directors at Large

17
Physician Advisory Group members



NEW NON-VOTING ROLES: Three Directors at Large

Non-voting, flexible participatory

- Physicians advisory members can step forward into a Director at Large role.
- Executive members can step back into a Director at Large role to continue some of the work.



TOOLS: Handbooks for role orientation and expectations

Handbooks for each of the Executive, Directors at Large, and Advisory roles

- Handbooks clarify roles and expectations, with comprehensive information about the engagement society and its work.



EXECUTIVE SHADOWING: Experience in real time, relationship building

Directors at Large attend engagement meetings and discussions, and build relationships

- Weekly engagement meetings.
- Monthly local health authority meetings.
- Quarterly senior executive meetings.



EXECUTIVE TEAM SUPPORT: Expansion of leadership, input and support

Directors at Large add perspective and capacity

- Bring broader representation and new ideas to the executive table.
- Provide meeting coverage for the executive.
- Physician society project manager provides additional support.



SUCCESSION: Motivation and the Why

Members are personally motivated to take the final step into a leadership role

- The rewards of the role.
- The opportunity to be part of influencing change for patients, colleagues and their community; and the health care system as a whole.