

CASE STUDIE SCHWARZWALD-BAAR-CLINIC (SBK)

GOAL:

- Fostering of cross-departmental and cross-functional collaboration and development of a shared leadership approach in clinic

SOLUTION:

- Design of a leadership development program including three 2-day modules
- Target group: doctors and managers from all other departments (e.g. patient care, admin, facility), in total 120
- Explicit mixture of functions and hierarchies at training groups
- Basic training content, main focus on mutual understanding and relationship building
- Use of actual, real-life cases to enhance direct learning and usability
- Establishment of a forum to exchange with clinic board
- Market & context analysis by participants to enhance awareness of developments in health industry
- Transfer to daily practice fostered by collegial tandems
- 5-year effect self-evaluation shows a 15-20% increase in goal orientation and conflict management

ENGAGEMENT

6-year engagement including design and facilitation by Joachim Hübner, in cooperation with Dr Maja Bailer

INDUSTRY

Health

REGION

Germany

"The response of our senior staff to our leadership development program clearly shows that we are on the right track in order to create a shared leadership culture, and to foster the exchange between the different levels and disciplines."

– Rolf Schmidt, Managing Director SBK