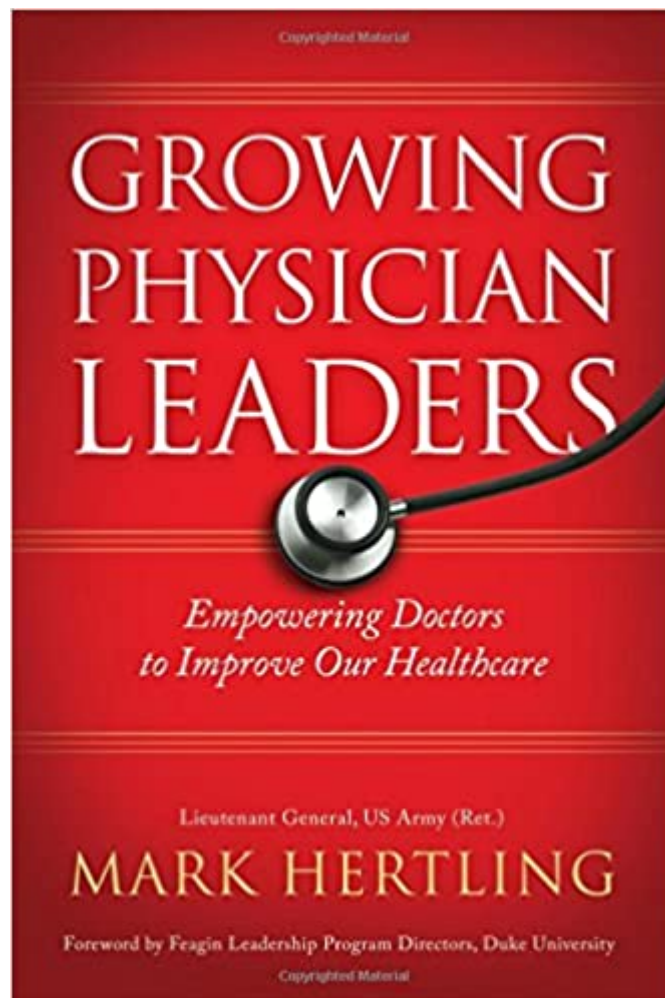




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Growing Physician Leaders: Empowering Doctors To Improve Our Healthcare



Synopsis

Can a general teach America's doctors to be better leaders? Hospitals, clinics, and healthcare organizations across the nation are wondering, "Can we transform healthcare by improving physician leadership? And if so, how?" Healthcare today faces both daunting challenges and exciting new possibilities. Physicians hold the key to improving healthcare, but while they enjoy exceptional training in the science of medicine, the vast majority of doctors have received little training in even the basics of leadership. In *Growing Physician Leaders*, retired Army Lieutenant General Mark Hertling applies his four decades of military leadership to the world of healthcare, resulting in a profoundly constructive and practical book with the power to reshape and reenergize any healthcare organization in America today. Designed to help physicians master the art of leading people, it takes them, step-by-step, through a proven process that can help anyone become a more effective leader. *Growing Physician Leaders* gives doctors a potent tool to improve their personal health, their professional health, their organizational health, and ultimately, our nation's health.

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Customer Reviews

Growing Physician Leaders is just what current and future leaders in healthcare need to help them lead in clinics, operating rooms, staff meetings, or any other part of the healthcare system. (Joe Doty, Dean Taylor MD, PhD)

General Mark Hertling retired in 2013 after serving almost four decades in the US Army. At the time of his retirement, he commanded US Army Europe and Seventh Army, where he led over forty thousand soldiers, cared for over one hundred thousand family members, and partnered with the armies of fifty countries in the European theater. In 2013, Hertling became a senior vice president at Florida Hospital. In retirement, he was appointed by President Obama to be one of twenty-five members of the President's Council on Fitness, Sports and Nutrition. Hertling serves as a military analyst for CNN, and he speaks and acts passionately on the subjects of leadership, national security, and health trends. Hertling holds a bachelor of science degree from the US Military Academy in 1975, and is a graduate of the Army's Staff College, the School of Advanced Military Studies, and the National War College. He holds masters of arts degrees in military art and history and international security studies, and a master of science in exercise physiology from Indiana University. He holds numerous military awards, including the Distinguished Service Medal, the Legion of Merit, the Bronze Stars, and the Purple Heart. He has also received awards from the governments of Germany, Poland, Romania, Saudi Arabia, and Kuwait.

General Hertling has brought his four decades of military experience and leadership success into a very readable and practical book on leadership. Although it is specifically directed towards physicians, it is equally applicable for all professional, whether attorneys, or chaplains. Leading healthcare teams is not unlike "herding cats" involving large groups of peers and near-peers, and Hertling provides an insightful, constructive, and thoroughly practical book designed to help physicians master a skill even more difficult than open-heart surgery, or complicated eye surgery, or taking care of a patient in kidney failure, or treating a young child with bacteremia and sepsis - leading other people

This book was a great read (for anybody who is a Leadership "geek") and smartly written so that ALL audiences (not just doctors or other medical professionals) could benefit from its content. I'm an educator, and I found that even the stories related to General Hertling's experiences at Florida Hospital were great examples of the various leadership principles and/or topics within each chapter that could be applied to nearly any type of organization. I can't even begin to tell you how refreshing it was to read a Leadership book that was so compelling and interesting that it had me intrigued to see what was going to be the next story or in the next chapter. Great stuff!

Mark Hertling was an Army officer for close to 40 years. He now trains physicians. Who better to write a book on effective leadership? His extensive knowledge in this subject is obvious by reading this book, but it is so unassuming and humble that it's easy to forget a retired three star wrote it. It is enjoyable to read, interesting, and presents information in such a way that it is easy to remember, useful, and enjoyable. HE draws from both his military training as well as his experience as a civilian and a professional in our healthcare system. But his views and instruction on leadership are applicable literally anywhere. Do yourself a favor and buy this book. If everyone in a leadership position followed his banner, we'd be in a much better position than we are today. Thank you General Hertling!

As a student of history and the impact leaders have had on it, I have always been amazed that some of the most intelligent and talented members of society normally did not rise as great leaders. Doctors and the medical profession, in general, has suffered from that situation. LTG Hertling's premise (and a foundational one at West Point) is that leaders are trained and continue to develop throughout their lives. The book is a solid primer on how the medical profession can, by developing its leaders, make a significant and positive impact on our society. This an easy to digest primer on leadership and how to develop leaders, based on time tested and proven techniques used by our Army to develop high performing leaders and teams. A great book for doctors, as well as any students of leadership. Well done!

I recently finished reading this book, *Growing Physician Leaders*, by Mark Hertling, and it is a must read if you work in the healthcare industry. Florida Hospital and Mark Hertling have brought military leadership training to civilian physicians. The program is described in good detail within the book--and it is currently in place empowering physicians by providing them with a leadership toolbox to enable them to be even more successful and happier in their careers.*In the interest of full disclosure, I have no personal conflicts of interest nor personal interests in making this recommendation. It's simply a great healthcare resource.

General Hertling does a fantastic job identifying issues facing physician leaders and the interface between physicians and administrators. More importantly he identifies processes to overcome obstacles along the path. I'd strongly recommend this to physicians, especially those entering into formal leadership roles. I would absolutely recommend this to all hospital and health system administrators.

Lieutenant General Mark Hertling has organized, trained and led soldiers at every level from platoon to United States Army, Europe level; from peacetime training to three combat tours in Iraq. He brings to the field of medicine his pre-eminent knowledge of how individuals come together to form highly complex, skilled and motivated organizations to accomplish difficult missions. He presents in a highly readable way how physicians (or any large organization) can apply the principles and techniques he mastered over a 4-decade career to improve our nation's health care by "growing physician leaders". A great read, written by one of our foremost leaders!

When I first ordered this book, I thought that I was going to read a book geared towards the Medical community. Instead I have read a book on leadership that surpasses any I have read thus far. It is applicable to anyone that strives to be a thoughtful, capable and effective leader. I served with General Hertling in the 1st Armored Division and can attest that he is all this and more. I was able to see his outstanding leadership capabilities in action daily. If you are striving to be the best leader, and team builder that you can be, reading this superb book on leadership will serve as a definite guide.

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