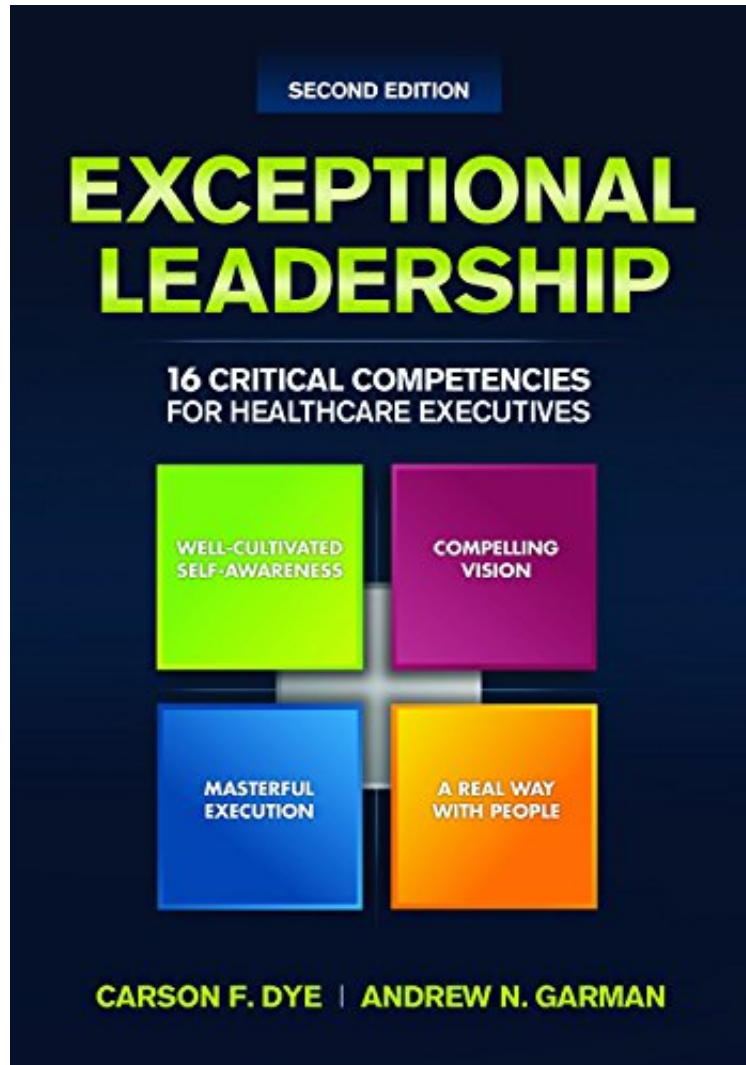


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# Exceptional Leadership: 16 Critical Competencies for Healthcare Executives, Second Edition

Carson F. Dye, Andrew N. Garman

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There are good leaders, then there are exceptional leaders. In a healthcare era of change and uncertainty, it is crucial that leaders learn not only how to be exceptional, but also what makes an exceptional leader. In this second edition of their best-selling book, the authors detail 16 critical competencies grouped in four cornerstone categories: Well-Cultivated Self-Awareness, Compelling Vision, A Real Way With People, and Masterful Execution. Each of the 16 competencies is explored in a chapter that defines the competency, explains the common skill deficits that get in its way, and provides examples and advice on how to master it. New to this edition: A feature case study at the beginning of the book and a supportive vignette within each competency chapter to provide practical and real-world application to each competency Two minicases with discussion questions at the end of each competency chapter for further consideration and self-reflection Six new chapters that demonstrate how to apply the book's concepts at both the individual and organizational levels A new chapter on physician leadership that incorporates findings from interviews with industry leaders and provides a helpful roadmap for those transitioning into the physician executive role Through a clear and focused approach based on current research, this book provides a solid understanding of the tools needed by great leaders. Included in this book is a self-development plan and interview questions to apply the knowledge learned.

About the Author Carson F. Dye, MBA, FACHE, CEO of Exceptional Leadership, combines 21 years of health system leadership and 23 years of consulting experience. He has conducted several hundred CEO, senior executive, and physician executive searches for academic medical centers, large health systems, small-to-medium sized hospitals, and universities. Dye provides consultation in leadership assessment, physician engagement, and board relations. He has done extensive physician leadership development and built several physician leadership academies. Certified by Hogan Assessment Systems to use their psychological inventories for selection, assessment, and coaching, he helps individual leaders and teams enhance their effectiveness. Since 1987, Dye has taught many programs for the American College of Healthcare Executives (ACHE) and presented workshops for over 38 state hospital associations. He currently teaches leadership and human resources in the University of Alabama-Birmingham Executive Master's program. Author of 10 books, including ACHE Books of the Year, *Leadership in Healthcare: Values at the Top* and *Developing Physician Leaders for Successful Clinical Integration*, his physician leadership book has been used as a model for physician leadership academies. The Dye-Garman Leadership Competency Model from *Exceptional Leadership* book has been used widely as a competency model for assessment and development. Andrew N. Garman, PsyD, is professor and associate chair of External Relations and Development in the Department of Health Systems Management at Rush University in Chicago. Through his work at Rush and with the nonprofit National Center for Healthcare Leadership, Dr. Garman helps healthcare organizations pursue evidence-based approaches to leadership development that support their current and long-term strategic objectives. A frequently requested speaker and author, Dr. Garman's work has been published in more than 25 peer-reviewed journals and books.