

# ACHE Chapter Panel Discussion Template #89

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*For ACHE Face-to-Face Education Credits*

## **Mindful Leadership: Leading with Heart and Mind for Healthcare Leaders**

**Length:** 1.5 hours

**Target Audience:** Healthcare and clinical leaders at all levels

**Description:** The use of mindful practices like meditation, introspection, and journaling have been shown to contribute to the success of leading organizations. Mindful practices support personal and professional growth by enabling leaders to gain focus, clarity, creativity, and compassion – qualities which allow leaders to face the myriad demands and struggles of everyday work life. Healthcare leaders, in particular, deal with challenges and pressures that are unique to the healthcare climate. Practicing mindfulness can help healthcare executives more effectively deal with these challenges by teaching them how to approach each situation with focus and clarity to make important decisions, how to be creative and innovative in their approach to healthcare leadership, and how to be compassionate with others in times of turmoil.

The goal of this session is to make the case for the importance of bringing mindful practices into healthcare organizations to develop leaders' cognitive abilities to be more effective and compassionate and provide suggestions for how to implement these practices in an organization.

**Faculty:** Moderator plus two to three panelists. Moderator should be a healthcare executive with experience in leadership development. Knowledge/experience with mindfulness practices would be a plus. Panelists should include an individual with deep expertise in mindfulness practices as well as senior executives within a healthcare organization that use mindfulness in their own professional career and/or are responsible for creating mindfulness practices within their organizations.

**Topics for Discussion:**

- What is mindfulness and its relationship to leadership effectiveness
- Why is this an important topic today?
- How can leaders develop mindful skills?
- How can leaders impact frontline staff to become more mindful?
- How can organizations implement mindful practices to enhance employee, physician and patient engagement?

## Questions for Discussion:

1. What are the best practices for bringing mindfulness to an organization?
2. Discuss your experiences in creating mindfulness practices within your organization or using mindfulness in your professional career. What went well? What were the challenges and lessons learned?
3. What can be done to ensure the sustainability of mindfulness initiatives within an organization?
4. How can being mindful help facilitate interactions between people in the workplace (employees, subordinates, team members, etc.)?
5. How can practicing mindfulness improve organizational effectiveness and bottom-line performance?
6. What challenges in particular do senior executives in healthcare face that can be alleviated through practicing mindfulness?

## Materials for Distribution:

White, K. & Lindsey, J. 2015. "Lesson 8: Harness the Power of Mindfulness." In *Take Charge of Your Healthcare Management Career*, 35-39. Chicago: Health Administration Press.

## Additional Resources:

Achor, S. & Gielen, M. (2015, December). The Busier You Are, the More You Need Mindfulness. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/12/the-busier-you-are-the-more-you-need-mindfulness>

George, B. (2012, October). Mindfulness Helps You Become a Better Leader. *Harvard Business Review*. Retrieved from <https://hbr.org/2012/10/mindfulness-helps-you-become-a>

George, B. (2014, March). Developing Mindful Leaders for the C-Suite. *Harvard Business Review*. Retrieved from <https://hbr.org/2014/03/developing-mindful-leaders-for-the-c-suite/>

LaBarre, P. (2011, December). Developing Mindful Leaders. *Harvard Business Review*. Retrieved from <https://hbr.org/2011/12/developing-mindful-leaders>

Leebov, W. (2014, January). The One Skill That Can Transform Health Care. *Hospitals & Health Networks*. Retrieved from <http://www.hhnmag.com/articles/5276-the-one-skill-that-can-transform-health-care>

Seppala, E. (2015, December). How Meditation Benefits CEOs. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/12/how-meditation-benefits-ceos>

[strategyandbusiness]. (2015, February 17). *Mindfulness for Senior Executives*. [Video File]. Retrieved from <https://www.youtube.com/watch?v=eDr9tg3tdYQ>.

[Wisdom 2.0]. (2013, October 2). *The Power of Mindfulness in the Workplace - Why This Matters: Mark Bertolini, Soren Gordhamer*. [Video File]. Retrieved from <https://www.youtube.com/watch?v=rBjmH-IJzQ>.