

TOP 10 Hats Worn by the Effective DIO Leader



An educational resource brought to you by Margie Kleppick, President & CEO

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What does it take to be an effective DIO Leader for your institution? While the ACGME requirements provide structure and guidelines for designing your role as DIO, there are many hats you wear, demanding your attention. This "Top Ten" shares those 10 roles and asks you to examine your abilities and success in each. . .

1 EDUCATOR: Provides continuous education to the GMEC and Residency Coordinators on Program and Institutional accreditation. **QUESTION:** Do you effectively utilize the GMEC and Coordinator Meetings as educational opportunities?

2 CQI EXPERT: Employ the tenets of Continuous Quality Improvement to identify and measure the "success" of the Residency Programs. **QUESTION:** Have you developed processes to benchmark and assess quality of your Residency Programs?

3 PROMOTER: Actively promotes GME within the institution. **QUESTION:** Do you regularly communicate with Hospital Administration, Board of Directors and Medical Staff about the status and resources needed for a successful GME Operation?

4 ACTIVIST: Advances GME on a national level. **QUESTION:** Do you present at national conferences, sit on national boards and committees and keep abreast of legislation and state and national policies affecting GME?

5 FINANCIER: Strategically supports financial resources for GME. **QUESTION:** Have you developed and implemented GME budgets to include the necessary financial resources for the internal and external influences affecting your GME program?

6 NETWORKER: Identify and network with stakeholders to support the GME Operation. **QUESTION:** How well do you utilize multiple tools to communicate and collaborate with peers on key issues affecting GME?

7 GUIDE: Help GME staff to weave its way through the maze of new and changing regulatory

requirements. **QUESTION:** How do you effectively educate staff on the rules and regulations of oversight agencies such as the ACGME, AOA, JCAHO & CMS?

8 INNOVATOR: Become an agent of change. **QUESTION:** How well are you facing financial, regulatory and changes in institutional culture by inventing new ways to achieve goals and organize while building team support?

9 LEADER: Lead the GME operation in effective strategic planning. **QUESTION:** Do you meet with all your GME players annually to review the past year and plan for the future? How do you help them to employ the tools necessary to effectively assess and plan for short and long term goals?

10 PARENT/THERAPIST: Provide support for the well-being of all involved in GME operation: Residents, Residency Coordinators and Program Directors. **QUESTION:** How do you ensure GMEC oversight of duty hours, protected time for Program Directors and the financial support and benefits that should be provided for all GME staff?



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