



Congress of
Neurological
Surgeons

CNS Leadership Institute

Build.Inspire.Grow

74 leadership fellows trained (36 Academic Institutions + 15 Private Practice Groups)



Leadership Fellows

2016	2017	2018 – 1.0 Course	2018 – 2.0 course	2019 – 1.0 course	2019 – 2.0 course
Northwell Health	Oregon Health	Henry Ford	Thomas Jefferson	Medical College of Wisconsin	University of California San Francisco
Univ. of Florida Gainesville	Henry Ford	UCLA	Integrus	Naval Medical Center of San Diego	University of Utah Health Care
Geisinger	Univ. of Toronto	John Wayne Cancer	Loyola	Geisinger	West Virginia University
UCSD	Univ of Pennsylvania	UCSF	Ohio State	The Ohio State University	Rush University Medical Center
Case Western (2)	SUNY Buffalo	Vanderbilt	Yale	University Hospitals Cleveland Medical Center	University of Toronto
Novant Health	Baylor	NIH	Kenya	University of Miami	Albany Medical Center
Oregon Health	U of MN	U of Cincinnati	Baylor	Johns Hopkins University School of Medicine	U of MN
Mayo – MN	Oklahoma City	Chapel Hill	UF Gainesville	University of Buffalo	Heliopolis Hospital, Sao Paulo, Brazil
Wake Forest	Emory	Duke	UVA	Baylor College of Medicine	Vanderbilt University Medical Center
Thomas Jefferson	LSU	U of Arkansas	Methodist - Houston	Spectrum Health Medical Group	Baylor College of Medicine
	Baylor	NYC		John Wayne Cancer Institute	The Mount Sinai Hospital
	UC Irvine			Barrow Neurological Institute	Stanford University
	Memorial Sloan			University of Virginia	Case Western Reserve University
				Stanford University Medical Center	

74 trained

- 36 Academic institutions

- 15 Private practice group





CNS Leadership Institute

Tier 1: AWARENESS: Foundation of Leadership

(offered to Practicing CNS Members = 3,860)

3 Separate 1 hour Webinars: Communication Skills, Influence Management, Building Teamwork

Tier 2: 1-5 Years Post Residency (Application Based/1 year Cohort)

Leadership In Healthcare Course + Year Long Curriculum

Tier 3: 6-15 Years Post Residency (Application Based/1year Cohort)

Vanguard Leadership in Healthcare Course + Year Long Curriculum

Tier 4: 16+ years

Engagement Strategy

Institute has trained 74 physicians trained (2016-2019)

Leadership Institute Vision

Provide comprehensive leadership curriculum for members with state of the art leadership expertise from medicine, business, and industry.

CNS Leadership Institute Coursework

2019-20 Course Offerings

Course Launch	Course	Tier
Summer 2019 (July-September)	How to Manage Up – (Webinar) - July Managing your Social Media Brand – (Webinar) – Sept.	2-3 (2019-20 cohorts) 2-3 (2019-20 cohorts)
Fall 2019 (October – December)	Coaching (1:1) – Pilot How to Build a Culture – (in person at Annual Mtg) Executive Presence (Annual Meeting) – 1 hour ‘pop up course’ Communication Skills – OCT (webinar) Building Teamwork – (Webinar) – Nov. Influence Management – OCT (webinar)	3-4 2-3 (2019-20 cohorts live) All 1 (Foundations) 1 (Foundations); 2-3 1 (Foundations)
Winter 2020 (Jan. – March)	Art of Negotiation (webinar/1.0 course) Conflict Resolution – (Webinar) - January How to talk like an Administrator – (Webinar) - March Finances within Healthcare System 1.0 (webinar/1.0 course) Finances within Healthcare System 2.0 (webinar/2.0 course)	2 2,3 2,3 2 3
Spring 2020 (April – June)	Leadership in Healthcare (2 day course) Vanguard Leadership in Healthcare (2 day course) Peer Circles (virtual/in person) Handling Difficult, Challenging Situations and People (Webinar) How to Provide Feedback (format TBD)	2 3 3 2-3 (2020-21 cohorts?) 2
Summer 2020 (July – September)	Strategic Management of Healthcare Organizations (course?)	3
Fall 2020 (October – December)	Shadowing a Leader (multi days/in person) Business Writing (format TBD) Health Policy (course?)	3 2-3 3
Ongoing	Library of Articles/Leadership Materials	All



Metrics

Financial:

GOALS	MEASURES
Sponsorship	Institute financial sponsorship
Revenue	Courses and CME

CNS Members:

GOALS	MEASURES
Educate/Engage/Retain	10% participation in Fundamentals 90% Faculty participation in engagement/curriculum
Satisfaction	90% return on Post Course Evals 90% overall satisfaction of curriculum

CNS engagement:

GOALS	MEASURES
New courses	FY20 10 courses (8 webinar / 2 in-person)
Coaching Program	Pilot formalized coaching
EC involvement	EC members serve as mentor, faculty, relationships w/ institution/colleagues

Innovation / Learning:

GOALS	MEASURES
Creating Value?	Annual member survey Survey to assess if leadership course changed attendees behavior? (Attendees/Programs)
Faculty Skills	Select and develop faculty and mentor cohort to expand / develop new content



CNS Leadership Institute

- 74 Leadership Fellows trained (2016-2019)
- Applications and interest continue to increase
- (46 Applicants this year, 33 Applicants the previous year)
- Expansion – from courses to curriculum for stages of learning
- Engagement Strategy
- Scorecard and measurement

Leadership Institute Vision

Provide comprehensive leadership curriculum for members with state of the art leadership expertise from medicine, business, and industry.

Overall summary of survey results

Positive

- 80% would recommend course to colleagues
- Diverse learning formats (case presentations, group discussions, didactic, networking)
- 60% felt course impacted attendee's leadership role within their organization
- 80% felt content presented was relevant to their practice
- Most Valuable: learning from others (participants, faculty), 1:1 discussions, select topics (included within Institute expansion)

Opportunities

- Application process (streamline, update)
- Diversity of attendees (more balance of Academic and Private Practice)
- Want to achieve 100% recommendation of course to colleagues
- Post course measurement (6/12 months post) to determine impact of course/curriculum in attendee's practice
- Shorter sessions, more case studies, available to more surgeons building comprehensive curriculum