

The next question in the organizational assessment asks: How well does your current leadership training prepare you for your leadership role? The graphic shows that all categories of respondents gave answers that averaged out to somewhere in the 50s, right around fair.

Out of the 500-some people surveyed, only 26 felt that they were provided with excellent training. Even senior leaders recognize that it's not that great. Leaders cannot be expected to perform better if they've never been trained to do so.

There is not a medical staff organization in the U.S. that has found a way to decrease the amount of time it takes to be recertified in their specialty, even though external environments have changed. Yet inside health care organizations, training and development is usually one of the first things to go.

Organizational Assessment

How well does your current leadership training prepare you for your leadership role?

		Very Poor 1	Poor 2	Fair 3	Good 4	Excellent 5
Senior Leader	55.7	1	6	24	15	2
Physician	52.5	0	4	19	7	0
Department Director	56.2	6	23	59	57	8
Manager	55.2	13	42	134	104	14
Other	59.2	0	2	10	5	2
Total	55.5	20	77	246	188	26

* Calculation: 1=0, 2=25, 3=50, 4=75, 5=100