Duke Clinical Leadership Program

Providing mid-career clinical faculty an opportunity to expand their leadership skills and knowledge of health system operations.

Eligibility

The Duke Clinical Leadership Program is designed for mid-career faculty members with clinical responsibilities who are interested in or preparing for a clinical leadership role. Course costs are covered by the Office of the Chancellor. Faculty must be able to attend all six program days in order to apply.

Application Process

Program participants are chosen through a competitive selection process. Applications are accepted in the fall and require a letter of support from the applicant’s departmental or unit leadership. Faculty will be notified of the application process via e-mail.

“My participation in DCLP came at the perfect time in my career, as I was transitioning to a leadership position and the sessions seemed perfectly focused on the issues I was facing in my division.”

– April Stouder, MHS, PA-C
2018 Program Participant

Learn More

For more information about DCLP, contact the Duke University School of Medicine Office for Faculty.

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Group Projects

Each DCLP fellow participates in a group project focused on an issue identified by Duke Health leaders. Projects provide an opportunity for leaders to engage a group of creative thinkers in understanding and proposing solutions to a challenge they are currently facing. Program fellows use this opportunity to apply classroom knowledge while developing skills in effective teamwork. Projects afford fellows an avenue to engage with senior leaders on issues of importance to them, and to develop awareness of how to move an idea through a highly matrixed organization. Each project group provides the nominating entity with an analysis of the problem and proposed solutions.

Examples of past projects that have been implemented include:

• Exploration of feasibility and process for a Duke Academy for Innovation and Research in Education. After further evaluation and development, this 2012 project contributed to the formation of the Duke Academy for Health Professions Education and Academic Development (Duke AHEAD).

• Analysis of Duke’s K Award mentoring structure. This situation analysis proposed the formation of internal grant review programs for NIH career development and other awards. These programs were developed in 2010 and still operate as the Path to Independence Program and K Club.

New in 2019, the Thomas Gorrie Clinical Leadership Impact Award recognizes the most successful project team with a cash prize.
The Duke Clinical Leadership Program (DCLP) was founded in 2010 by the Chancellor for Health Affairs to help expand capacity for leadership within Duke Health and broaden opportunities for professional development. The program is part of a suite of professional development programs managed by the School of Medicine Office for Faculty. The DCLP learning environment gives current and future clinical leaders the opportunity to grow their understanding of healthcare operations while honing their leadership skills.

**Program Structure**

DCLP consists of six day-long meetings over six months and concludes with a graduation ceremony. Each meeting is highly interactive and includes time for group project work. Additional time may be needed outside of the classroom to complete the projects.

The program addresses critical leadership topics such as:

- Leveraging different leadership styles
- Managing self and others
- Difficult conversations
- Finance
- Negotiation
- Institutional strategy

As part of the participation in DCLP, fellows are given a 360-degree evaluation, as well as follow up coaching from an executive coach. During the coaching session, fellows discuss topics such as professional challenges, opportunities, goal setting, leadership skill development, and work-life integration.

**Program Goals**

- Provide a management toolkit that will enable participants to lead and grow their units with increased efficacy and efficiency
- Provide education and training that will allow participants to enhance their career trajectories
- Enrich the institution through engagement and innovation to improve its culture of supporting leadership
- Provide cross-fertilization from disparate divisions/departments
- Build collegiality among Duke Health’s next generation of leaders
- Enhance team performance skills through group project activities of significance to the organization

"I greatly appreciated the multidisciplinary perspective the DCLP team brought to my project. The final presentation was extremely helpful in our thinking about advancing family medicine across Duke Health.” – Anthony Viera, MD, Chair of the Department of Community and Family Medicine; 2018 Project Proposer