



A Medical Director with laser precision.

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A Medical Director possess a list of key skills and personal characteristics needed for the job, Well-Run Concepts understands these areas and has done the research. Let's explore what the key attributes, motivators and behaviors would look like for a Medical Director with laser precision.

Whether you are searching for your next hire or a new career, Well-Run Concepts used a comprehensive, validated, step-by-step process, Job Matching system to determine what is needed for top performance.

Attributes tells us if an individual can do the job by looking at what personal skills or competencies are needed in the job of Medical Director.

The Top Seven Attributes are:

Personal Accountability

An accomplished Medical Director will be responsible for the consequences of one's own decisions and actions.

- Does not shifting focus on blame or poor performance.
- Will not deflect blame somewhere else, or on others.
- Holds themselves accountable.
- Will make every effort to try and identify the cause of a bad decision.
- Focus will be more on correcting the problem to ensure future success than on protecting themselves.

Results Orientation

An invaluable Medical Director has the ability to identify actions necessary to complete tasks and obtain results.

- Maintain focus on goals.
- Identify and acts on removing potential obstacles to successful goal attainment.

- Implement thorough and effective plans and apply appropriate resources to produce desired results.

Self Management

A flexible Medical Director demonstrates self control and an ability to manage time and priorities.

- Effectively manages emotions and impulses.
- Effectively manages time and priorities to meet deadlines.
- Presents self assertively.
- Demonstrates an ability to maintain composure in the midst of crisis.
- Strives for continuous improvement.
- Balances personal and professional life.
- Takes initiative and acts without waiting for direction.
- Accepts responsibility for actions and results.

Leading Others

A strong Medical Director has the ability to organize and motivate people to get tasks accomplished.

- Gives everyone a sense of order and direction.
- Effective leader that will build trust of others.
- Is able to solve problems among and for the group.
- Empathetic to employees.
- Has strong problem solving ability.
- Promotes self-esteem, role confidence and motivating others into a cohesive team.
- Guides others towards a mutual goal.

Decision Making

A decisive Medical Director utilizes effective processes to make decisions.

- Gathers relevant input and develops a rational for making decisions.
- Evaluates the impact or consequences of decisions before making them.
- Acts decisively despite obstacles, resistance or opposition.
- Accepts consequences of decisions.

Teamwork

A top-notch Medical Director works effectively and productively with others.

- Respects team members and their individual perspectives.
- Makes team mission and objectives a priority.
- Works toward consensus when team decisions are required.
- Meets agreed-upon deadlines on team assignments and commitments.
- Shares responsibility with team members for successes and failures.
- Provides constructive feedback to team and its members.
- Responds positively to feedback from team members.
- Raises and/or confronts issues limiting team effectiveness.

Flexibility

A laser sharp Medical Director is agile in adapting to change.

- Responds promptly to shifts in direction, priorities and schedules.
- Demonstrates agility in accepting new ideas, approaches and/or methods.
- Effective in juggling multiple priorities and tasks.
- Modifies methods or strategies to fit changing circumstances.
- Adapts personal style to work with different people.
- Maintains productivity during transitions, even in the midst of chaos.
- Embraces and/or champions change.



About the Author

Jennifer C. Zamecki is the Founder and President of Well-Run Concepts, a Human Resource Consulting Firm, founded in 1997.

"Job Matching & Developing Top Talent"

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Workplace motivators make up the next critical success factor needed, which tells us why an individual will do the job or, in other words, what rewards & cultures are they seeking on the job.



The Top Three Motivators for a Medical Director are:

- 1. Utilitarian/Economic** Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
- 2. Theoretical** Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
- 3. Traditional/Regulatory** Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Behaviors tell us how an individual will perform the job. We analyzed which of the behaviors an individual should possess to perform well in the job of Medical Director. This is very important information to know in understanding communication styles.

The Top Three Behaviors for a Medical Director are:

- 1. Versatility** The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.
- 2. Frequent Interaction With Others** The job requires a strong "people orientation," versus a task orientation. The Job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.
- 3. Frequent Change** The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished, and easily move on to new tasks with little or no notice.

Now that we have a clear picture of what the Medical Director job looks like, I would like to ask you this...

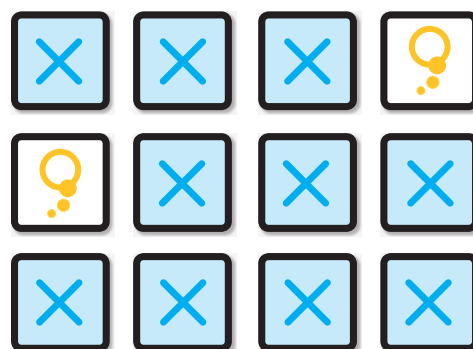
- If you are an Medical Director, do you have these critical success factors mastered? If not, what's your plan to develop them?
- If you are a company, how are you currently measuring the talent in your operations department today?
- Do they have the above named attributes, motivators and behaviors?
- If so, great! You are ahead of the competition!
- If not, how will you develop them or better yet, select talent that already has it?

Here are a few suggestions to get you started: If you want to know for sure, then run a Talent Assessment on yourself or your staff. Then match the results to the benchmark of the Medical Director job in this article.

Better yet, you can run your own customized benchmark for your unique organization and culture.

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Job Matching is NOT a game!



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