

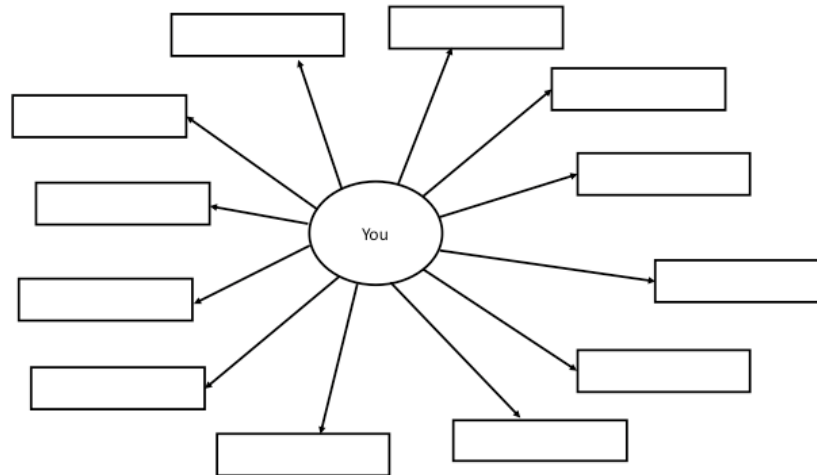
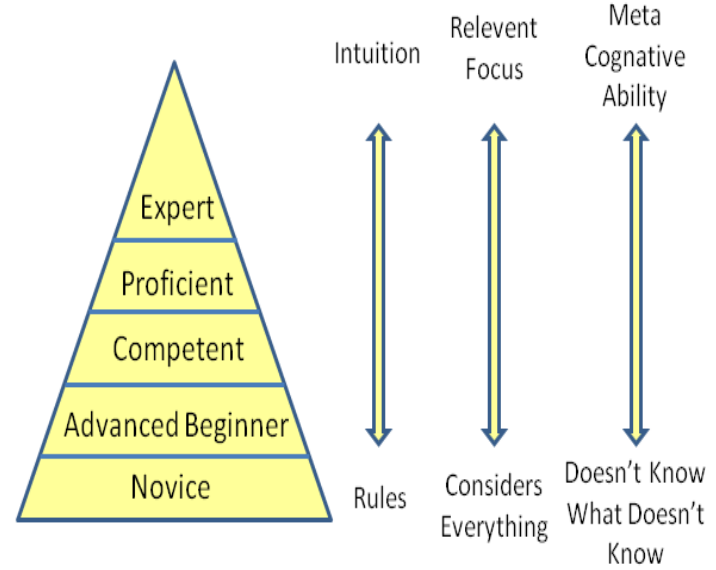
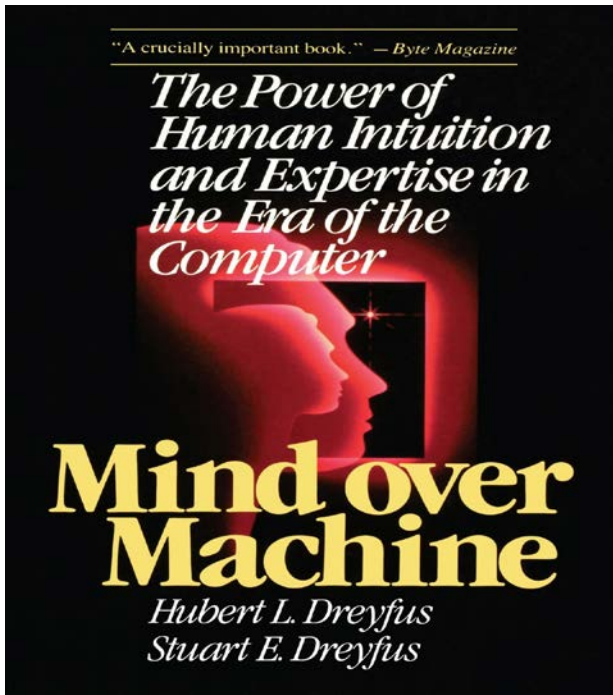
# Learning organizations 2.0

## 10 tips for success

Michelle Nolitimier @MNolitimier

Kelly Frisch @frisch\_kelly

Felix Ankel @felixankel



# 1. Be clear with your values (autonomy/resilience)

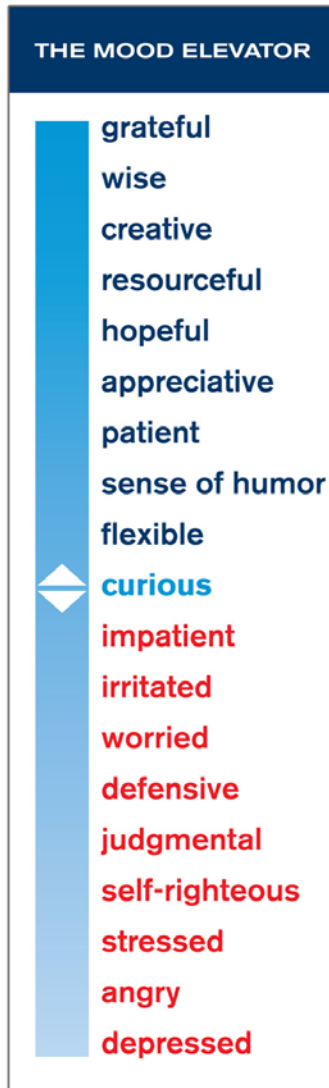
RESILIENT #MEDED  
#LEADERS:  
IDENTIFYING AND  
COMMUNICATING  
CLEAR VALUES (PART 1)

*"It's not hard to make decisions when you know what your values are" -Roy Disney*

By Felix Ankel, MD and Michelle Noltimier RN, MBA



## 2. Increase the density of connections



**Resilient #MedEd #Leaders: Using a Co-leadership Dyad Model to Increase the Density of Connections (Part 2)**



# 3. Bend, don't break

RESILIENT #MEDED  
#LEADERS: BENDING  
TO ADAPT

By Felix Ankel and Nico Pronk, PhD

"The best is the enemy of the good." – Voltaire

Illusion of central position



## 4. Be a moon

RESILIENT #MEDED  
#LEADERS: REFLECTIVE  
PRACTICE AND  
LEARNING  
ORGANIZATIONS (PART  
4)

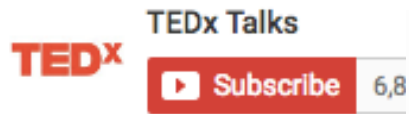
By Felix Ankel and David Abelson

*"Music is the space between the notes." —Claude Debussy*



# 5. You have a responsibility to the program not for the program (complexity)

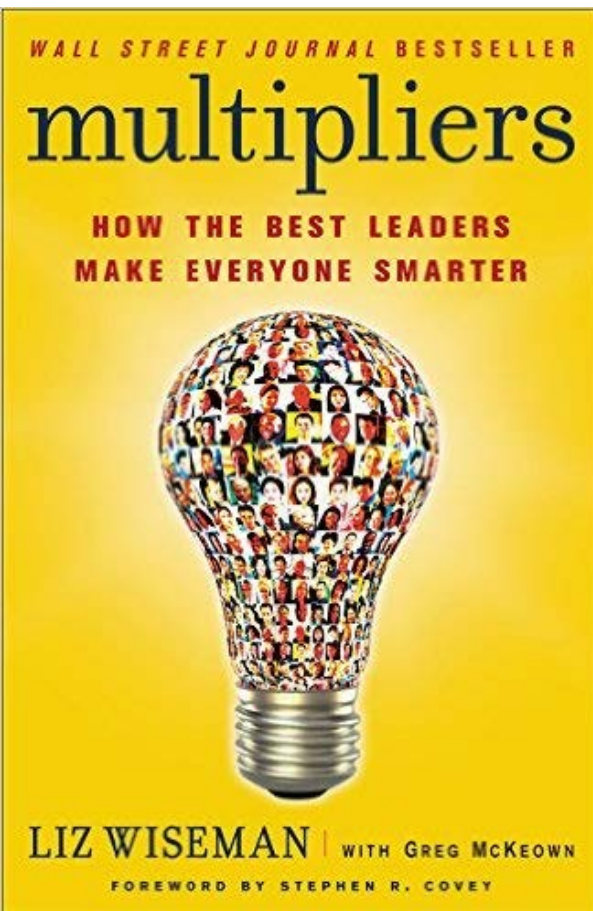
Perfectly broken and ready to Heal | Robin Youngson | TEDxTauranga



“A vision not shared is a hallucination”



## 6. Move the big rocks



**Key skills for #meded  
leaders. Separation:  
Multiply more,  
micromanage less.**



# 7. Involve others as early as possible

## **Achieving the Desired Transformation: Thoughts on Next Steps for Outcomes-Based Medical Education**

Eric S. Holmboe, MD, and Paul Batalden, MD

If you want to go fast, go alone, if you want to go far, go together” -African proverb

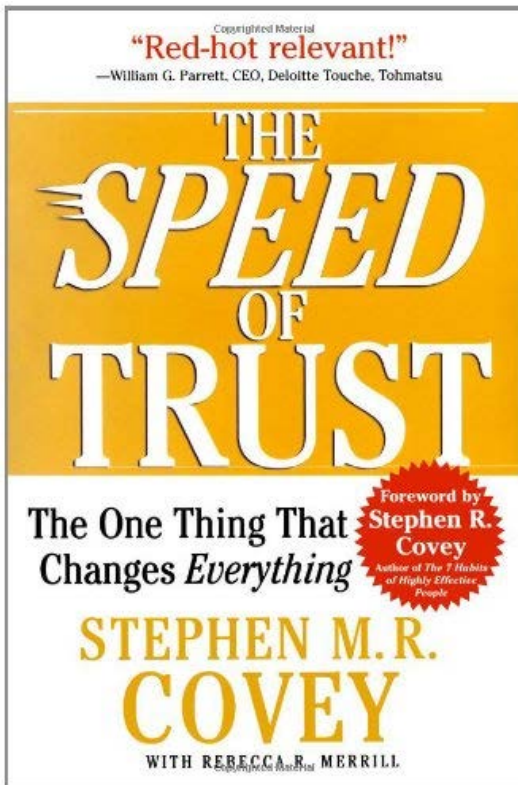
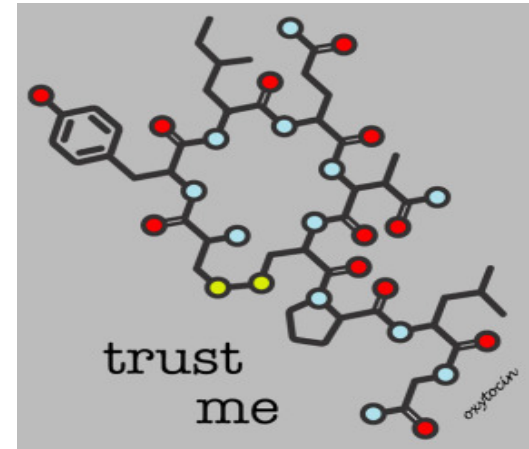
NEW TRAINING MODELS  
PRECEPTOR SUPPORT  
EFFICIENT PROCESS

Listening session #2



## 8. Be trustworthy, not just factual (context)

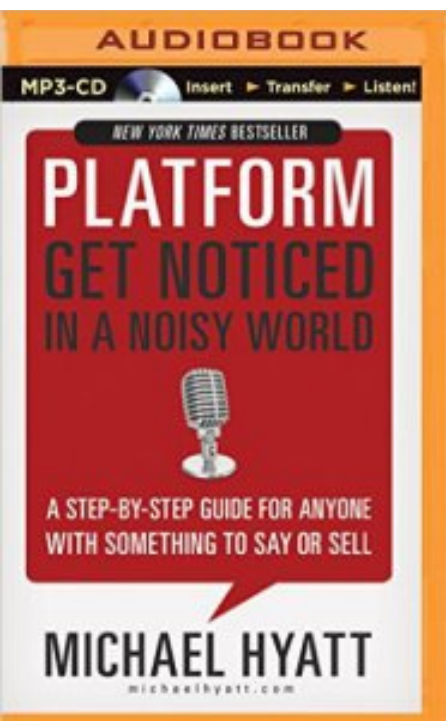
# Building Trust: More Oxytocin, Less Epinephrine



“Trust is like the air we breathe. When it’s present, nobody really notices. But when it’s absent, everyone notices” – Warren Buffet

## 9. Build your communication network

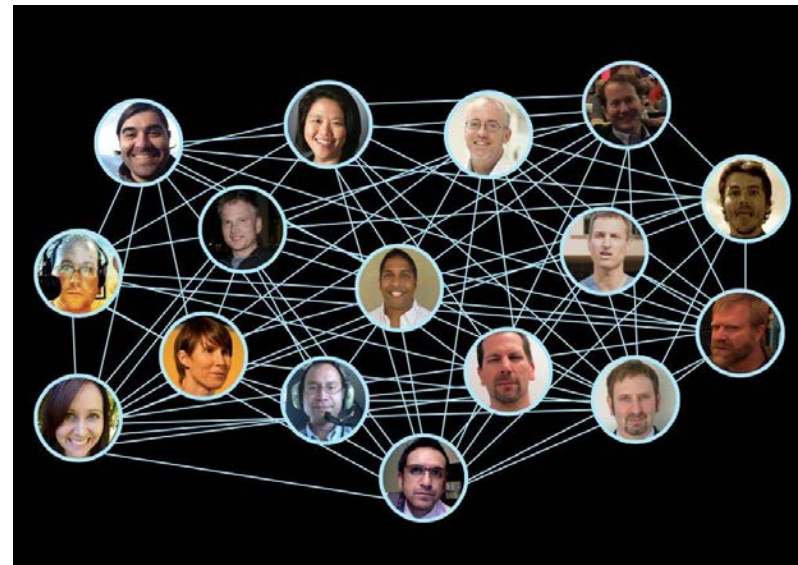
### **Building Effective Communication Networks – Part I: Home Bases, Embassies, and Outposts**



### **Building Effective Communication Networks, Part II: More Nerve Conduction, Less Bone Conduction**

# 10. Build your personal learning network

**Personal learning networks:  
A hack to  
maintain competence**





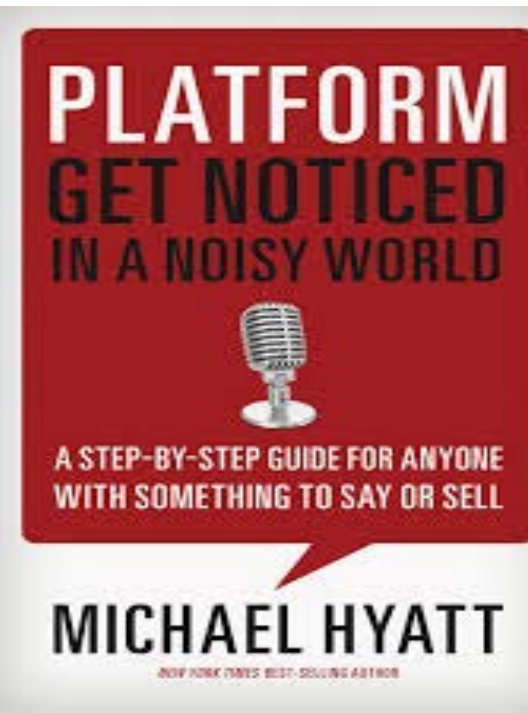
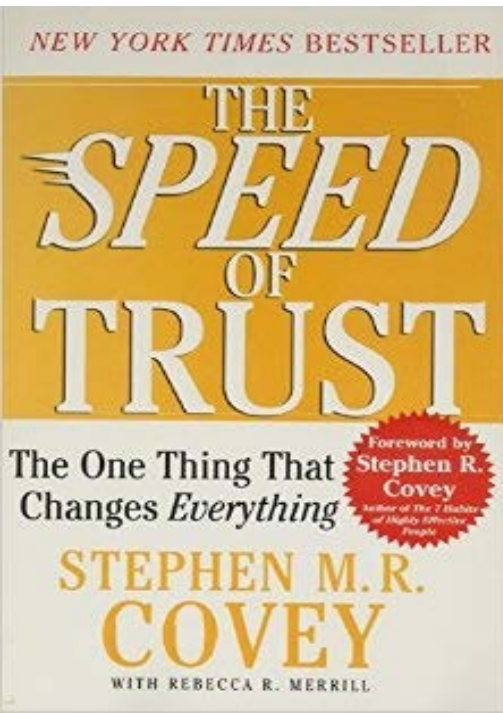


INFLUENCE

# Informal Networks: The Company Behind the Chart

by David Krackhardt and Jeffrey R. Hanson

FROM THE JULY-AUGUST 1993 ISSUE





# Creating Local Learning Health Systems

## Think Globally, Act Locally

### Learning by Listening—Improving Health Care in the Era of Yelp

Raina M. **Merchant**, MD, MSHP; Kevin G. Volpp, MD, PhD; David A. Asch, MD, MBA



COLLABORATION

## Create a “Mastermind Group” to Help Your Career

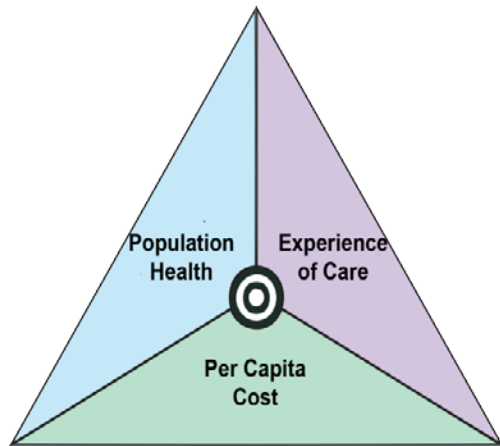
by Dorie Clark



**28 day summary** with change over previous period

Tweets  
**54** ↑ 45.9%

Tweet impressions  
**29K** ↑ 27.5%



IHI Triple Aim

