

Physician's New ADL's - Your Activities of Daily Leadership

By Dike Drummond MD, CEO of TheHappyMD.com
Full blog post is [At This Link](#)

Physicians work too hard because of our doctor programming. Activities of Daily Leadership can bypass programming to share the load more effectively with your team.

Four main character traits were hard wired into our consciousness via our residency training.

Superhero
Lone Ranger
Workaholic
Perfectionist



Doctors must learn to overcome this programming to become effective leaders.

Activities of Daily Leadership Master List

If you are already doing one - regularly and with intention - that is one of your Leadership ADL's. Congratulations. Consider choosing another and add in a new tool. More is better in this situation. If you find you don't do any of these things right now ... we suggest you start with the Team Huddle.

In either case remember the *Plate Spinning Rule of Leadership Development* applies here. Only dial in one new skill at a time. Your physician programming will have you wanting to do them all. Remember ... plate spinning ... one at a time.

Activities of Daily Leadership

1) A well run Team Huddle at least once in every practice day.

[- Full mini-training is here](#)

2) Look for opportunities to say thank you - early and often.

"*Thanks for your hard work. We really appreciate it.*" (Note: Who do you owe a sincere thank you to right now? Make it happen on your next day at work.)

3) Look for opportunities to ask a question rather than give an order.

Help them figure things out and become more resourceful over time, instead of coming to you for every little thing.



4) Delegate with some elegance and grace.

Do not just dump on people and walk away.

- Tell them what you want.
- Show them how to do it.
- Let them know that is just your way and if they can do it better, simpler, faster ... to show you how to get your approval.
- Follow up with them.
- Tweak as necessary using their ideas as well as yours.

5) Batch processing

[- Full mini-training here](#)

6) Round on your people in addition to your patients.

Check in with your team members during the day and ask how they are doing.

7) Hold well-run, monthly staff meetings

[- Full mini-training is here](#)

8) Get to know your people as people too.

Make human connections, dare to care and everything gets easier and more fulfilling.

9) Be on the lookout for your programming.

Notice when your programming pops up to sabotage you and your team.

NEXT STEP:

Pick one of these Activities of Daily Leadership now. Get started sharing the load more effectively and having more fun leading your team.

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Questions/Comments/ADL's to add to the list??

[Use this form to contact us directly.](#)



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