

Empathisch leiderschap en oog voor menselijke maat

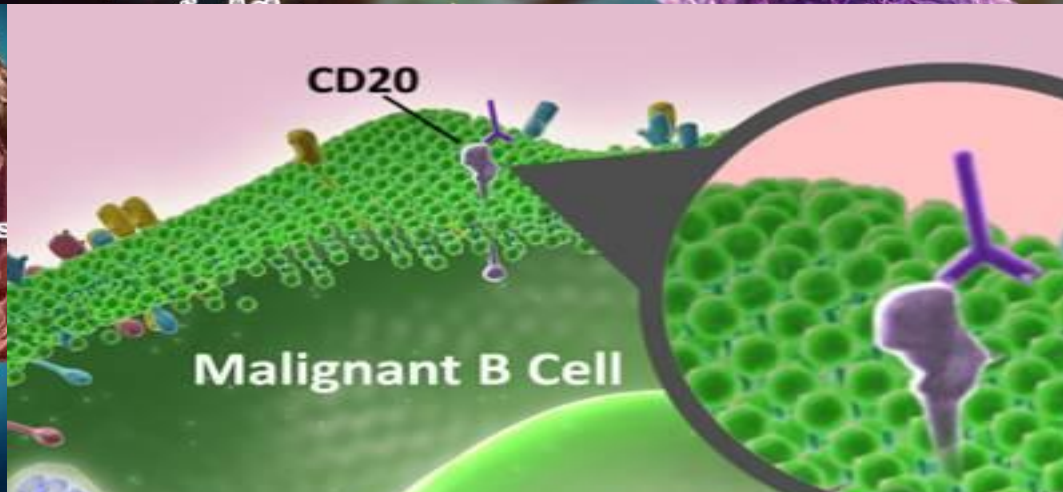
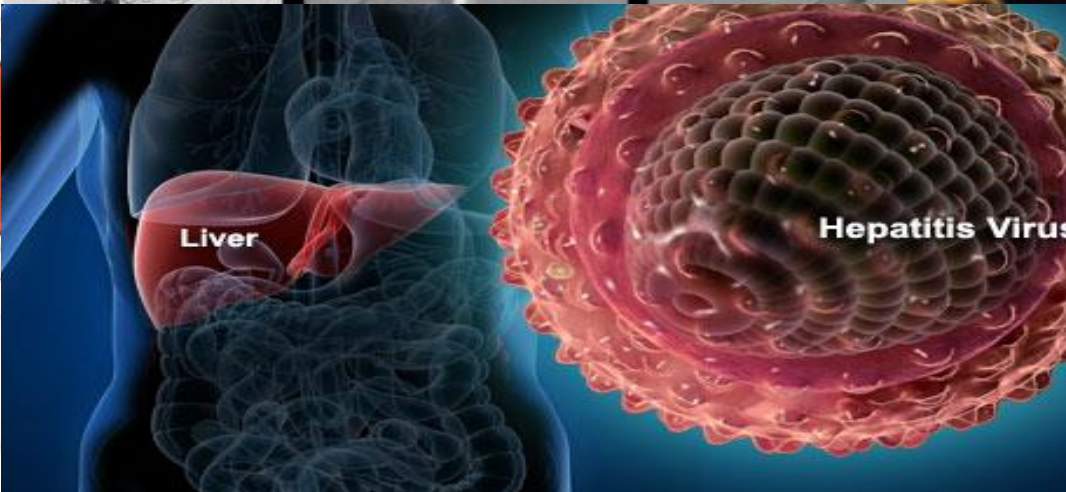
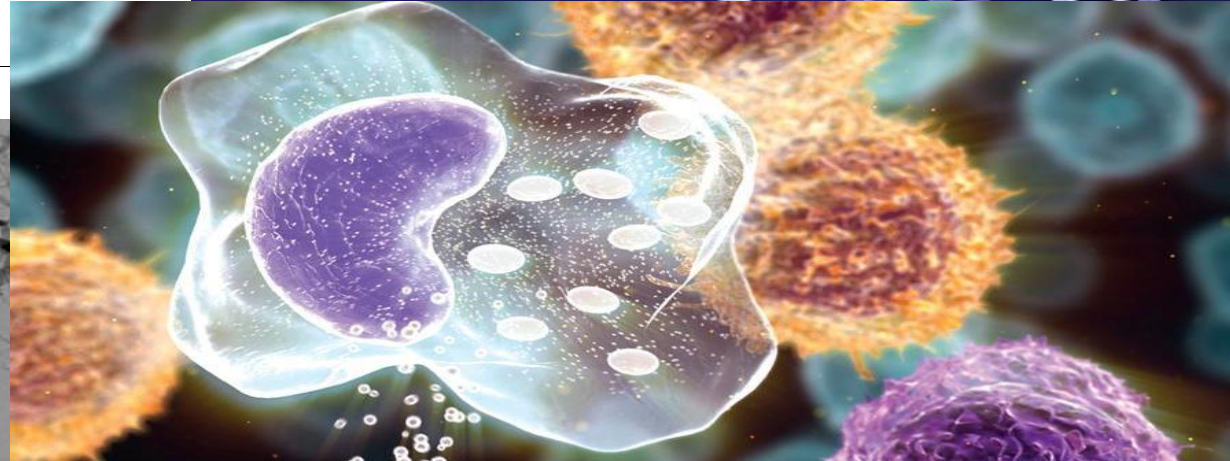
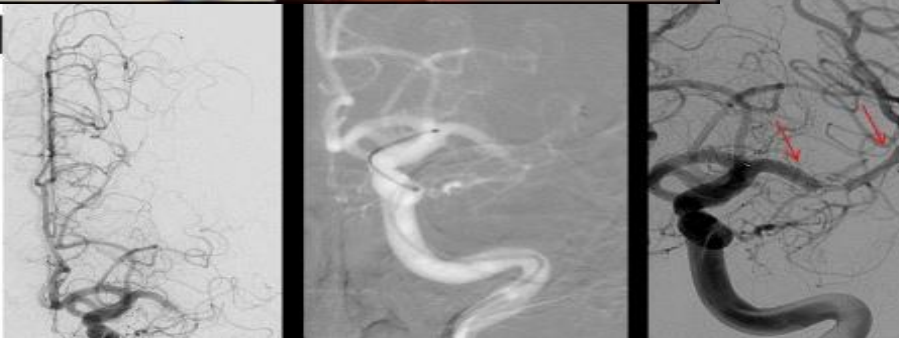
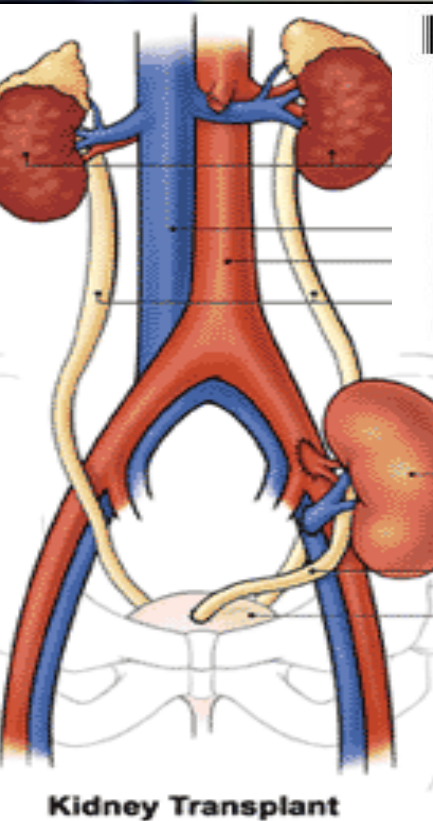
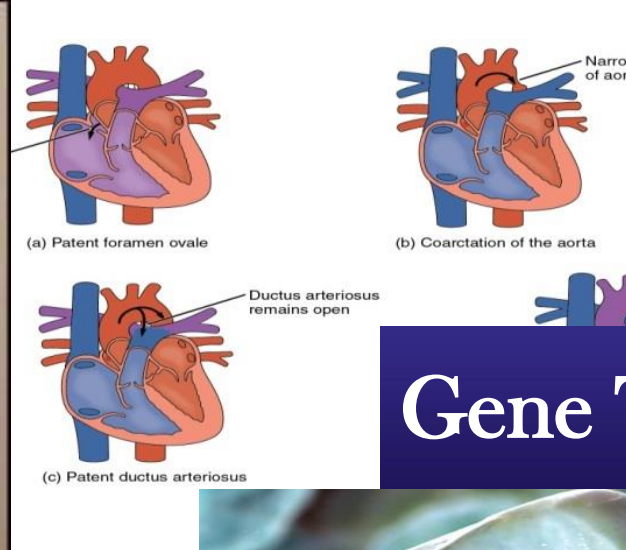


Marcel Levi

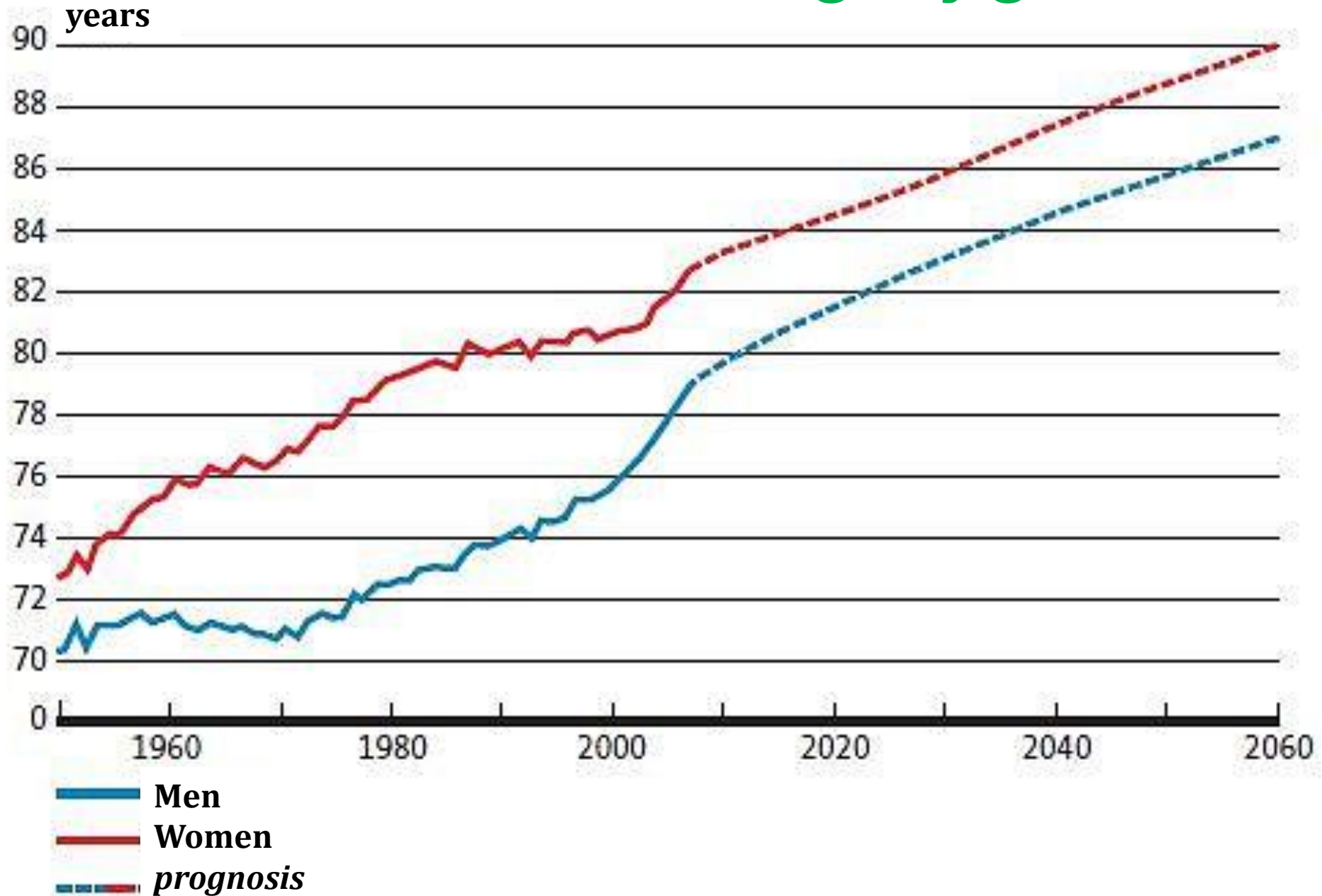
*Nederlandse Organisatie voor
Wetenschappelijk Onderzoek (NWO)
Universiteit van Amsterdam &
University College London*

The golden age of medicine





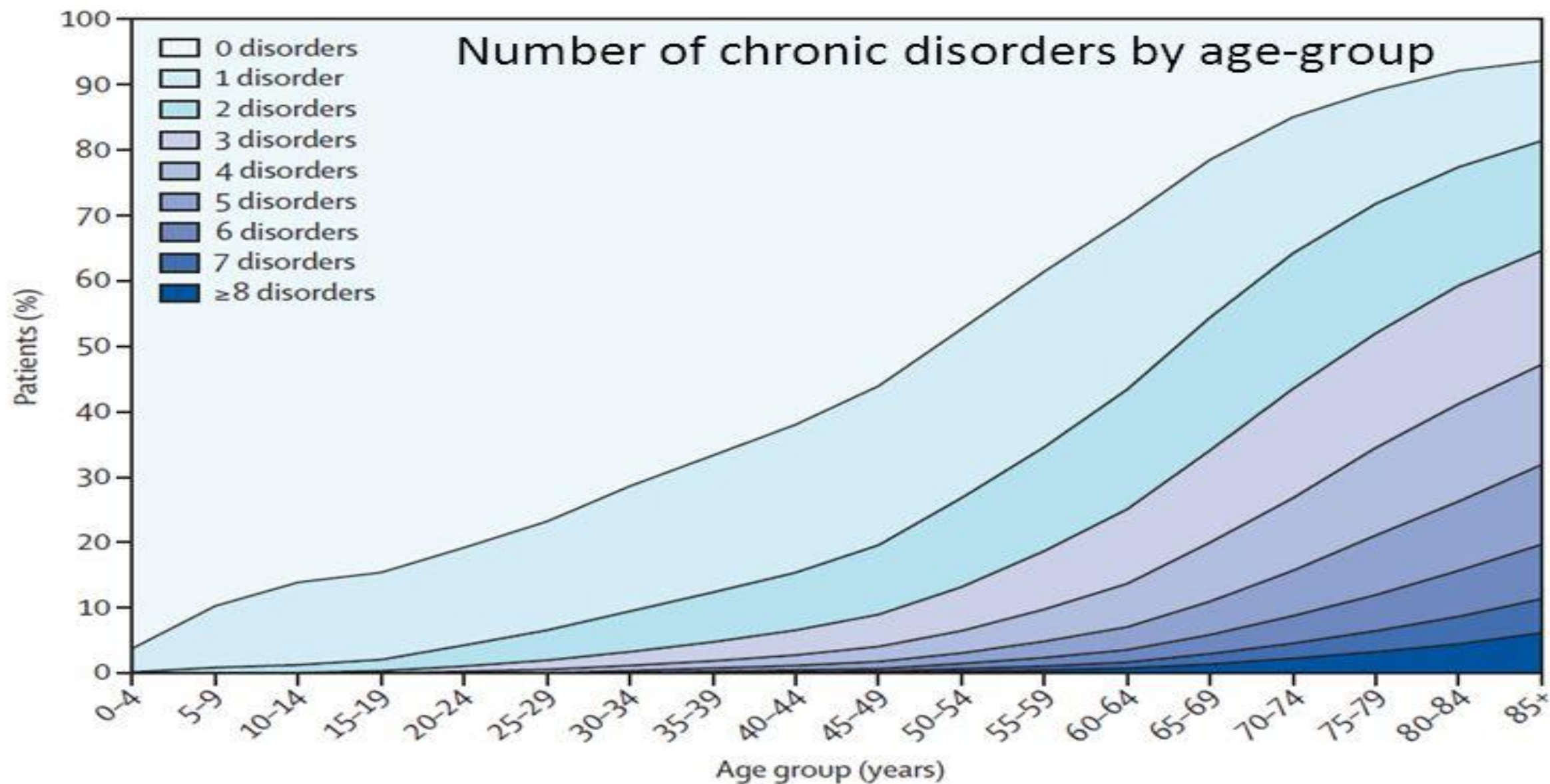
Levensverwachting bij geboorte



When you suffer from success



You're a victim
of your own success.



Barnett K, Mercer SW, Norbury M, et al.

Epidemiology of multimorbidity and implications for health care, research, and medical education: a cross-sectional study.

Published online May 10, 2012 DOI:10.1016/S0140-6736(12)60240-2.

NUMMER 76..MENEER VAN GALEN



PIEP



MR. TREKKEN

LONG
ARTS

HUID
ARTS

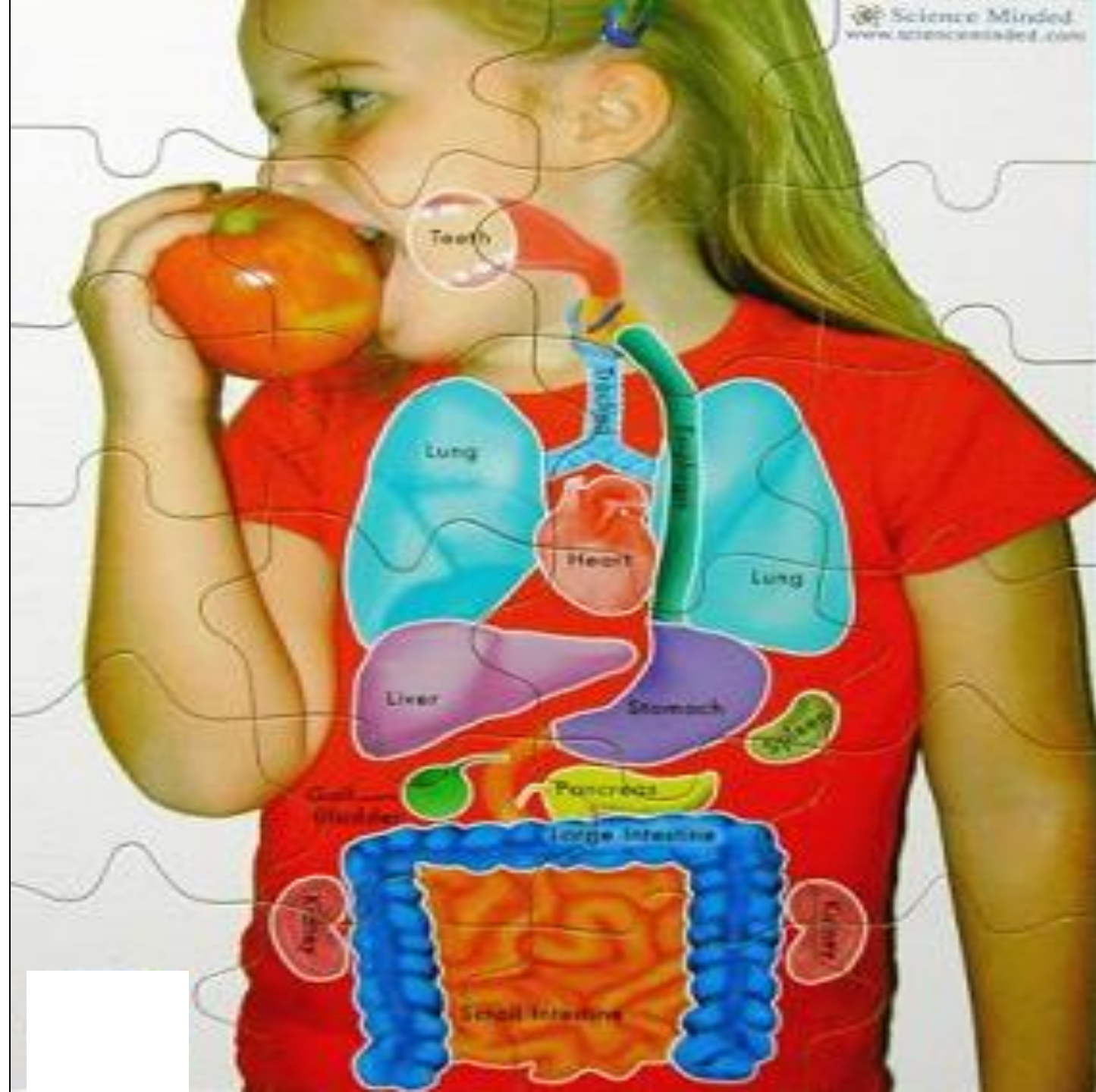
psych
iater

HAART
&
VAAT

OSTE

HEIN DE KORT

The
whole
is
greater
than the
sum of
the parts

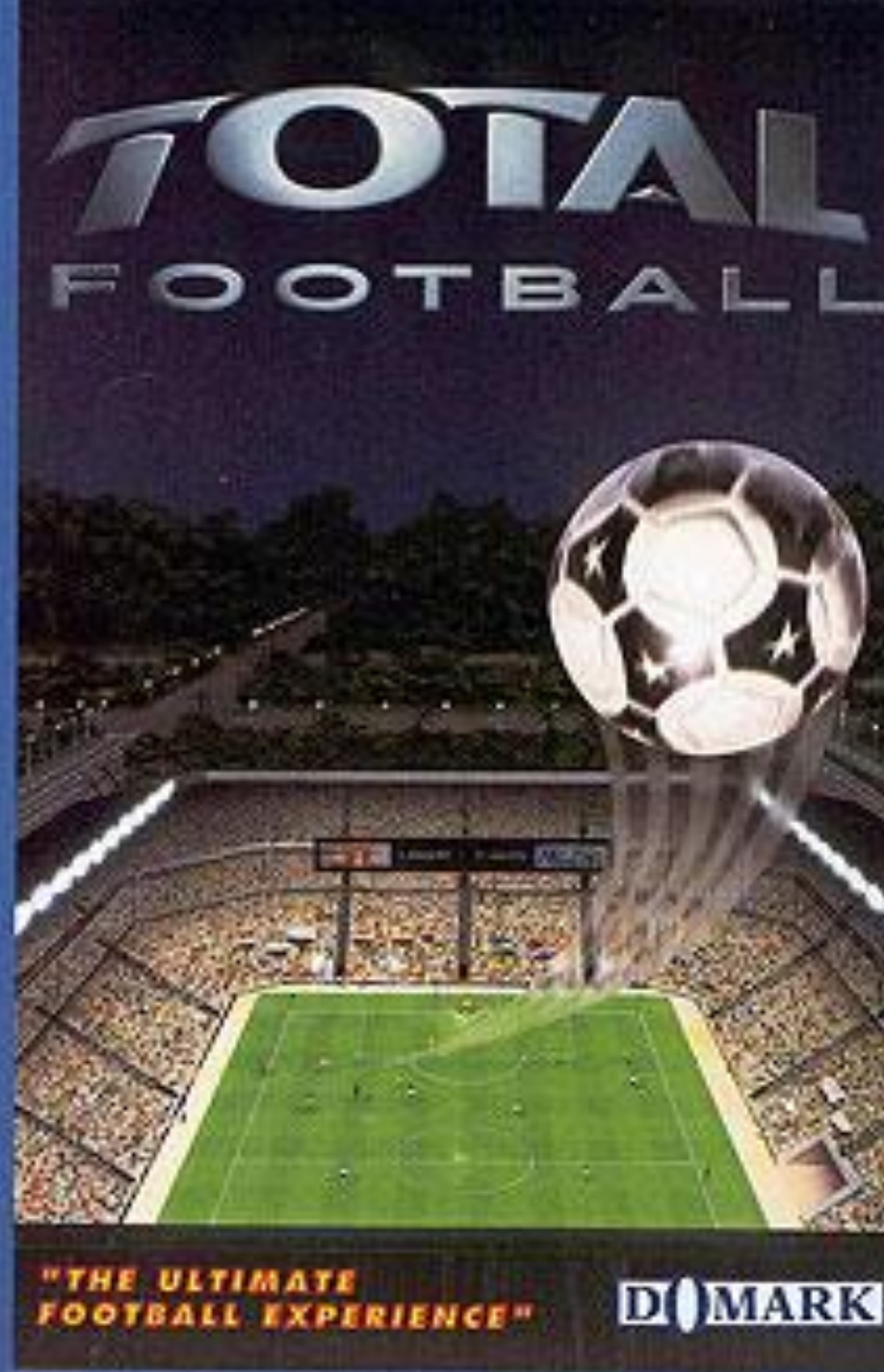


C
EL





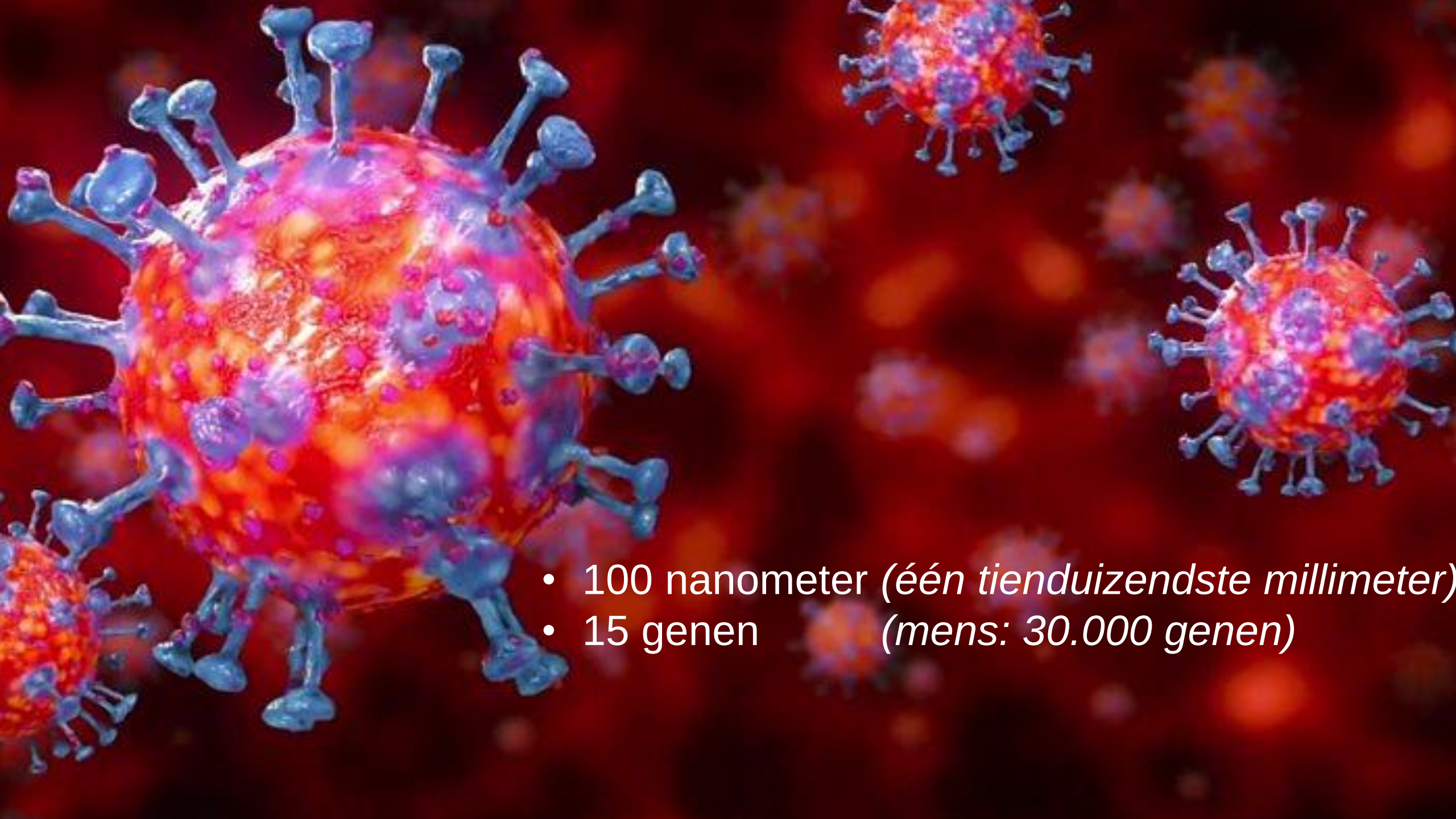
STUESSA DRIVE



A close-up photograph of a chameleon, likely a species of dwarf chameleon (Zorgmedewerker), perched on a green leafy branch. The chameleon's body is covered in a complex pattern of red, blue, and green scales. Its head is turned slightly to the left, showing its large, prominent eye. The background is a soft-focus brown, suggesting a naturalistic enclosure.

Zorgmedewerker 2.1

Lessons
Learned



- 100 nanometer (*één tienduizendste millimeter*)
- 15 genen (*mens: 30.000 genen*)





- Quadruple intensive care capacity
- Prepare wards and emergency department
- Restructure floors and entrances
- Move departments and services to other sites
- Redeployment of medical and nursing staff
- Secure virus-free sites for urgent non-COVID care
- Changes to the electronic health record system
- Virology testing
- Working from home including technology
- Staff protection: PPE procurement
- Information and communication
- Security
-



Wie kreeg dit voor elkaar?

Professionals in the lead !

- Snelle en effectieve daadkracht omdat het nodig was
- Geen toestemming nodig voor elk stapje
- Managers in een ondersteunende rol
- Resultaat-georiënteerd
- Geen 'business cases, geen PowerPoints



LEADERSHIP

**POWER
OF
LEADERSHIP**



WHO
How
WHEN
WHERE





- Niet alleen directie, RvB of afdelingshoofd
- Je bent al heel snel een 'leider'
 - In je team
 - Bij de dagelijkse visite
 - In werkoverleg
 - Bij een incident
- Mensen verwachten leiderschap van jou

It is
not
about
being
the
boss



~~Power~~ ?
Influence ✓





ONE TEAM





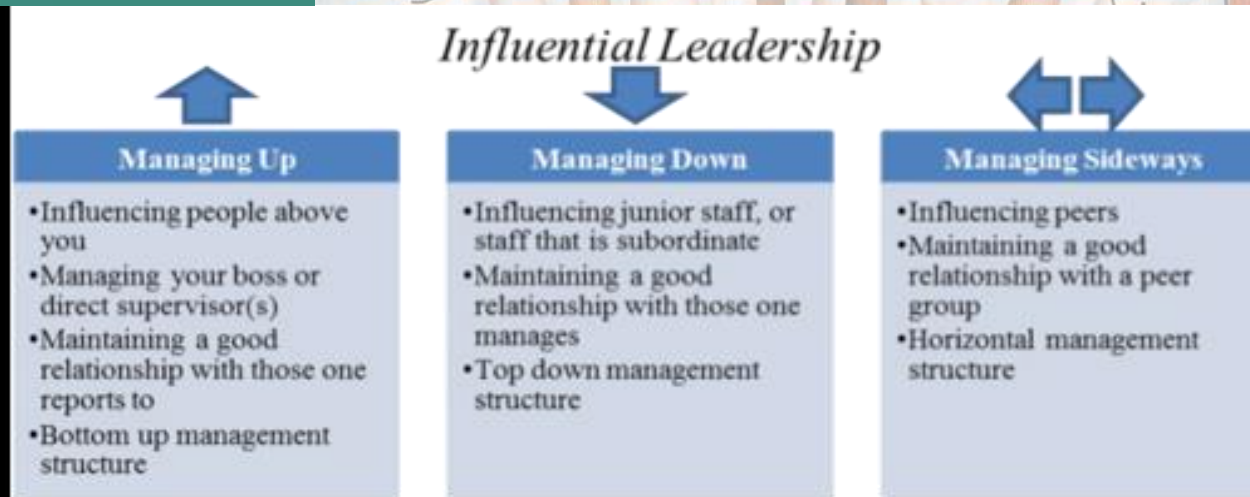
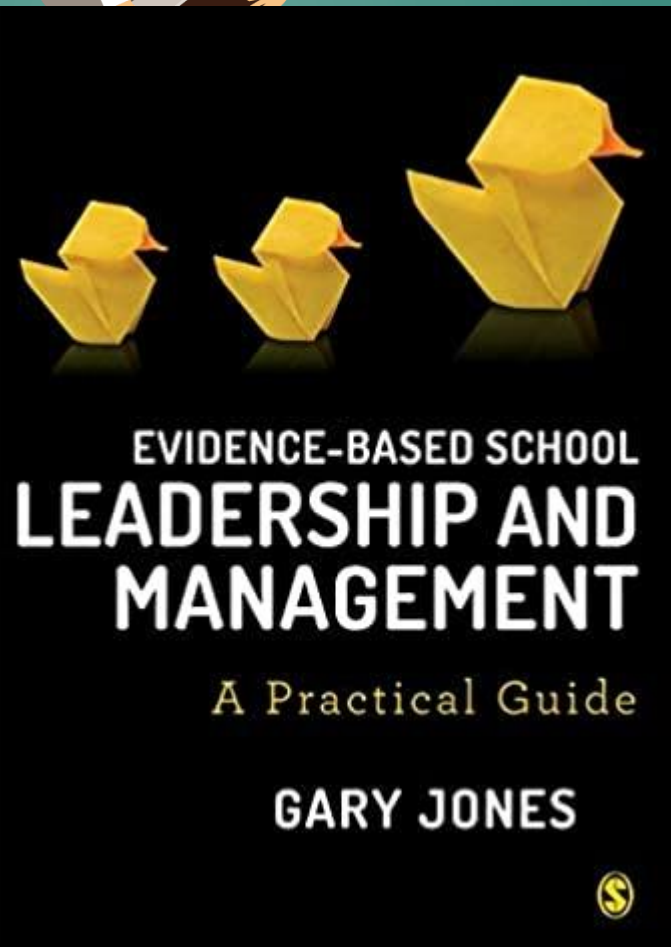
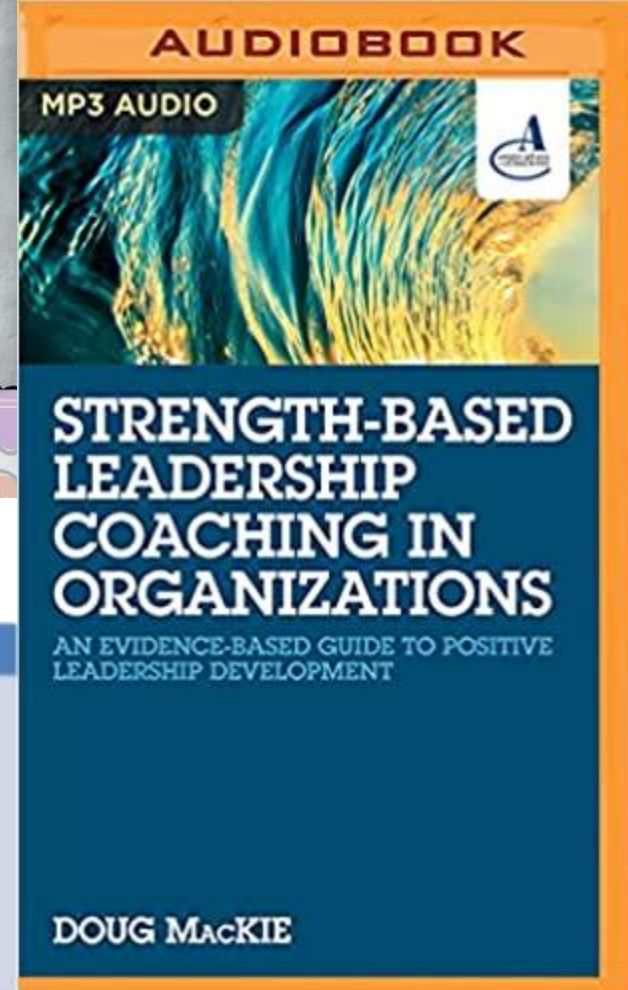
LEADERSHIP MODEL:

The Authoritative Leader

Detail-oriented and focused on creating a success culture in the office.



DEMOCRATIC LEADERSHIP

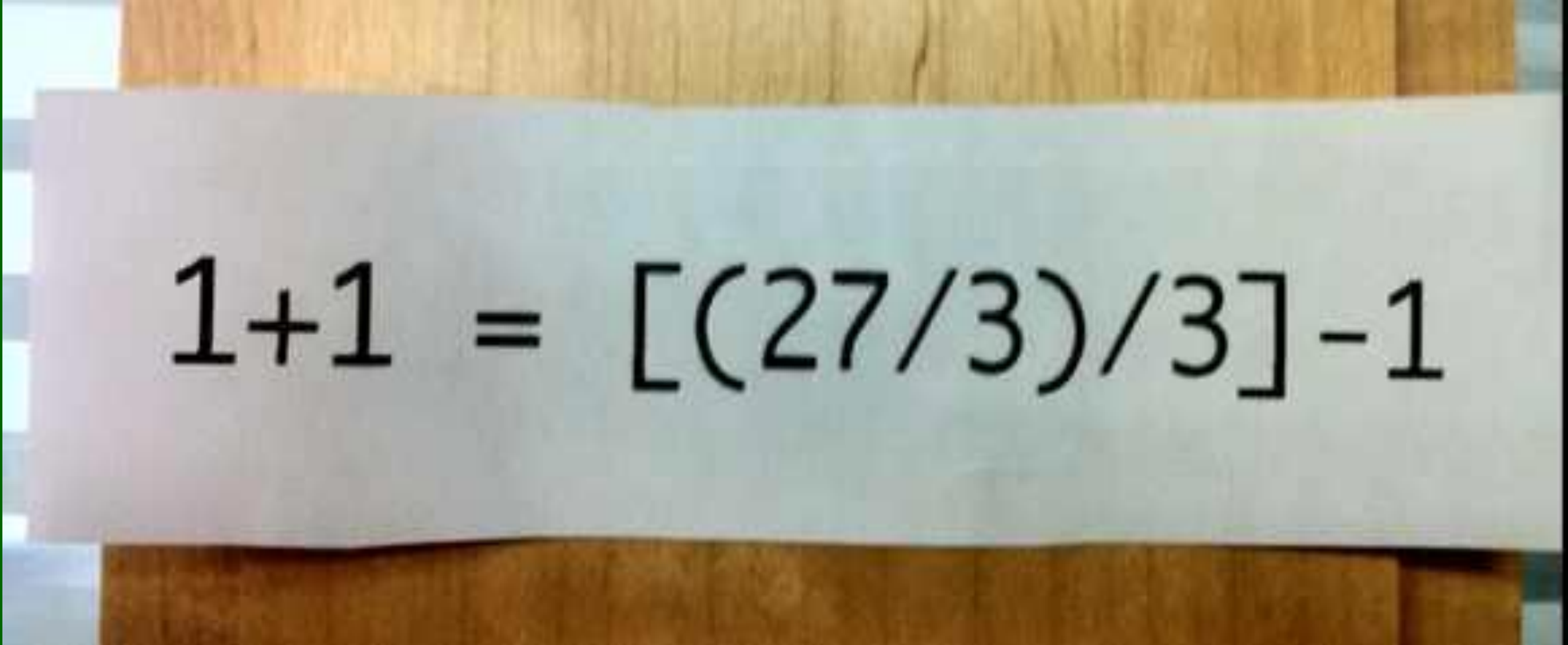


authenticity



Be
yourself
everyone else
is already taken

Keep it simple !



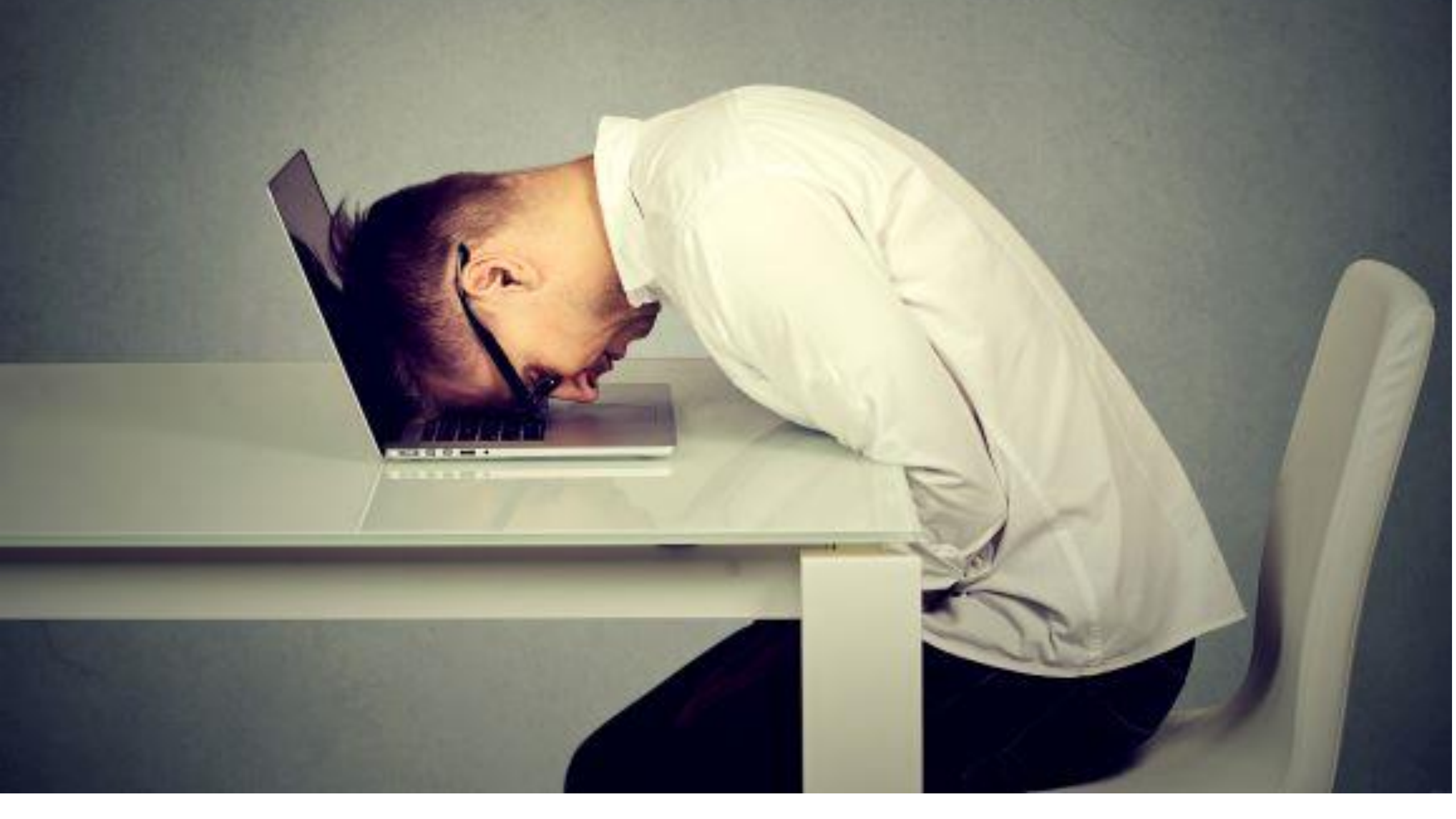
A photograph of a rectangular piece of white paper with slightly irregular edges, resting on a light-colored wooden surface. The paper has a mathematical equation written on it in a black, monospaced font. The equation is $1+1 = [(27/3)/3]-1$. The lighting is even, and the background is a solid green color.

$$1+1 = [(27/3)/3]-1$$

De Menselijke Maat









werkdruk

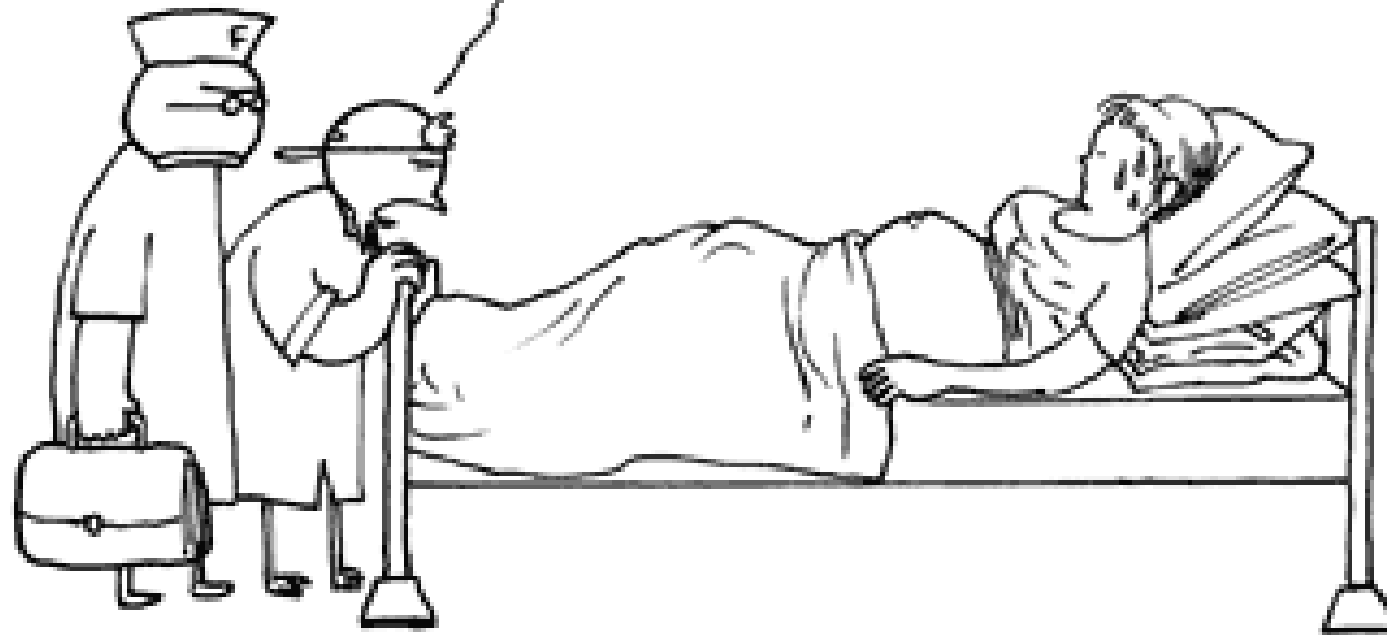


FOKKE & SUKKE

PIKKEN HET NIET LANGER

HOU NOU EENS OP
MET DAT GEZEUR

WEET U NIET HOE
ZWAAR WIJ HET HEBBEN !!!



RGT



Werkdruk zit buschauffeurs hoog: 'Hoop dat staken helpt'

ARNHEM - Buschauffeurs zijn de hoge werkdruk zo zat, dat ze donderdag staken. De dagelijkse stress in hun werk zit buschauffeurs hoog, blijkt tijdens een rondgang op de busstations in Arnhem, Doetinchem en Nijmegen. Veel chauffeurs willen alleen anoniem reageren. De staking ligt gevoelig.

Henk van Gelder 02-01-18, 06:56 Laatste update: 07:23



#coderood

Werkdruk bereikt kookpunt!

ACP
politieverbond



Werkdruk of gebrek aan controle en support?



draagkracht

draaglast



FOKKE & SUKKE

MOGEN NIET KLAGEN





It is never enough...

Less is not more.

More is more.

Dolly Parton

Keep it Personal

DOCTORS AS LEADERS

- Be realistic but:
- Providing re-assurance
- Staying away from causing fear and concern
- Being positive and give hope



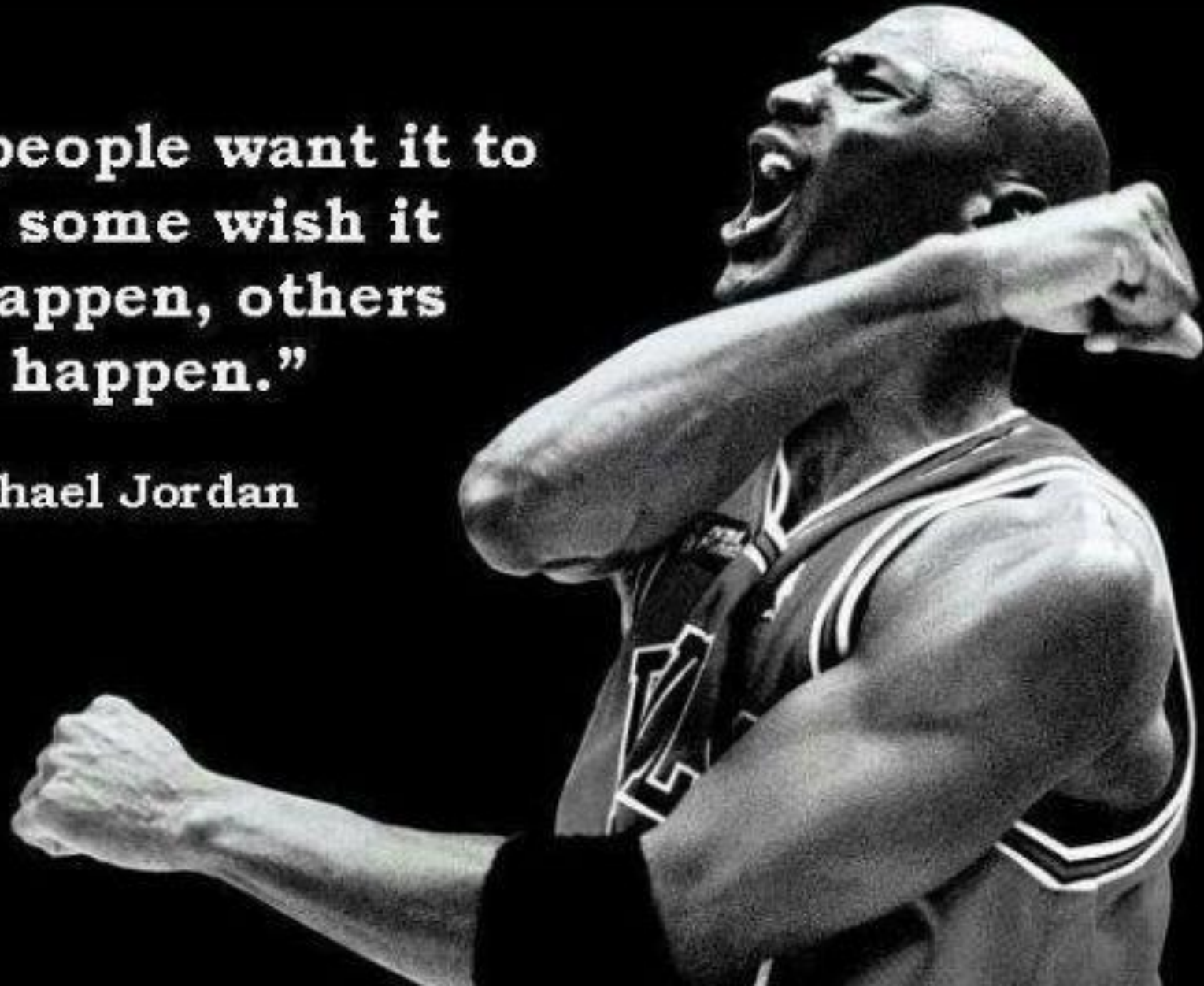
Woorden maken het verschil

- Ik denk dat deze aanpak fout is
 - ➔ Weet je wel zeker dat dit de juiste aanpak is?
- Dit komt niet overeen met het protocol
 - ➔ Ik weet niet zeker of dit zo in ons protocol staat, zullen we dat eens opzoeken?

It is fun to be a leader !

“Some people want it to happen, some wish it would happen, others make it happen.”

-Michael Jordan



Masterclass

de Dokter » en werkgeluk

