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## What is Dyad Leadership Model and Why Do Execs Swear by it?



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A "dyad model" that leverages the skills of clinicians and non-clinicians (administrators) is an effective healthcare leadership strategy, according to a survey.

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Nearly three-quarters (72%) of the 868 respondents to the latest NEJM Catalyst Insights Council survey said that their organisations employ this approach, and 85% say that a dyad approach is effective.

Clinical leaders bring their medical knowledge and credibility with the hospital workforce to a leadership team, while non-clinical leaders often have operational expertise and are familiar with HR and financial matters. A dyad leadership model bridges those gaps, the survey respondents said.

In a dyad model, a clear organisational structure is important.

"With any shared responsibility, such as in the dyad model, clarity of roles and defined decision-making processes are imperative," Stephen Swenson, MD, medical director for professionalism and peer support at Intermountain Healthcare, and Namita S. Modha, MD, an internist and clinical editor for NEJM Catalyst, said in their analysis of the survey.

"There is risk of confusion among teams and staff if the organizational structure is not clear," they pointed out.

In addition, Insights Council members consider interpersonal skills to be the top leadership attribute. These skills are required to lead a healthcare organisation, according to 82% of respondents; and an even higher percentage, 90%, say interpersonal skills are key to leading a team of physicians.

These data clearly indicate that respondents believe social skills outweigh administrative and clinical capabilities. "Being a physician, or a gifted clinician, does not de facto make you a good leader or prepared to lead," one Insights Council member said. Another said, "Leadership is about interpersonal skills and emotional intelligence. Not the degree you hold."

The survey respondents, who included clinicians, healthcare executives, payers and others, were divided on which group is best suited to leadership roles. Just more than half (53%) said physicians make better leaders, though many of the respondents were themselves doctors.

Source: [FierceHealthcare](#)

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