Key Personal Qualities That Help One To Achieve Success in Vascular Surgery and Other Vascular Specialties

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Financial Disclosures

- CEO, President,
- Owner Intellectual Property
- Fist Assist Devices
- Not relevant for this talk


The Scope of Our Workforce Shortages
Michel Makaroun

Shortage of Vascular Surgeons is NOW

Evidence and Causes for shortages in total VS workforce
- High Demand
  - Large number of unfilled positions
  - Increase in demand for Locum work
  - Increasing starting compensation for new graduates
- Aging Workforce
  - Large proportion above age of 55
- Insufficient Pipeline despite increases in the last decade
  - Max output of current training programs 175/year will be reached in a few years (currently about 150)

Shortage of Vascular Surgeons and Role of SVS

Other workforce issues impacting shortages
- Early Retirement
- Career Dissatisfaction
- Compensation issues
- Competition
- Burnout
- Stress of Vascular Practice

There is a growing opportunity for vascular surgeons to practice and LEAD, but do they have the personality?

2017 Survey

<table>
<thead>
<tr>
<th>Practice Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic practice</td>
<td>44.6%</td>
</tr>
<tr>
<td>Private practice, self-employed (vascular...)</td>
<td>23.6%</td>
</tr>
<tr>
<td>Private practice, hospital-employed</td>
<td>19.9%</td>
</tr>
<tr>
<td>Private practice, multispecialty group employed</td>
<td>15.9%</td>
</tr>
</tbody>
</table>

55.4% Private Practice
9.4% Solo Practice
Vascular Surgery Growth is an Opportunity

Vascular Surgery Future
The 4 Generations at the Table

<table>
<thead>
<tr>
<th>Generation</th>
<th>Birth</th>
<th>Example</th>
<th>Drive</th>
<th>Personality</th>
<th>Problems</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditionalist</td>
<td>1900-1945</td>
<td>Debakey, Cooley, Fogarty</td>
<td>Power, Abuse, military model</td>
<td>Hard work, discipline, sacrifice</td>
<td>Gods became monsters, abuse</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>1946-1964</td>
<td>Zarins, Stanford Faculty</td>
<td>Success, money, fame, titles</td>
<td>Optimistic, idealistic, 90 hr work weeks</td>
<td>Divorce, drug abuse, suicide, burnout, inclusive</td>
</tr>
<tr>
<td>Gen X</td>
<td>1965-1980</td>
<td>XX Tech, To Please</td>
<td>Task/goals, Eclectic, resourceful, self reliant</td>
<td>Work hard/play hard, less burnout, balance</td>
<td></td>
</tr>
<tr>
<td>Millennials</td>
<td>1981-2006</td>
<td>New hires</td>
<td>Not pleasing, teamwork, schedules, careful</td>
<td>Confidence, social, realistic outlook, want voice heard</td>
<td>Structure, mentoring, graduated roles, limited skills, need support to succeed</td>
</tr>
</tbody>
</table>

Surgical Leadership and Personality

Presidential Address

Surgical personalities, surgical burnout, and surgical happiness

Professional Success: Drive, Result and Task orientated, motivated, competitive, passionate and pursuit of excellence.

Pitfalls: Avoid trampling others, becoming a micro-manager

Surgeons: Crave feedback, care about others opinions, competitive, micromanage, “take-charge”

These same skills lead to potential pitfalls

Energy

Success and Leadership in VS
- Intelligence
- Creativity
- Interpersonal and communication skills
- Judgment
- Commitment
- Persistence
- Motivation
- Focus

ENERGY
- Overcome competition
- Energy to stay focused and overcome
- Make Sacrifice for excellence?
- Talents and assets?
- Do you have the Energy?

Society For Vascular Surgery

Vascular Leaders need to focus on Emotional Intelligence
### Stanford LEAD: Leadership
#### Vascular Surgery Personality/Leadership

- **Leadership Competencies:**
  - Self-awareness
  - Perspective taking
  - Context
  - Communication
  - Decision making

- **Leadership values**
  - Humility
  - Curiosity
  - Compassion
  - Courage

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### The Future Personality for Vascular Surgery
#### Success: the 4 A’s and E’s

- Serious Commitment to Vascular Career
- Shortage of VS is a great opportunity

- 4 A’s: Availability, Affability, Ability, and Affordability

- 4 E’s: Efficiency, Entrepreneurial, Effective Team Leadership and ENERGY

- Available Tools: Career Mentorship, MBA, MPH, LEAD, LEAN

- Overcome Vascular Surgery challenges: Branding of the specialty

- When done well: Work-Life Balance can be achieved