

Thank you for your attendance!

## Boys and Girls Club

Johi Dikiana, Alex Williams, Asha Sharma

Abhis Goleen, Jasmin Rankin, Anjali Aggarwal

### Managing Physical Project

Project Management is a discipline that involves the application of knowledge, skills, tools, and techniques to project activities to meet the project requirements.

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### Outline

- Profile
- Brief History
- Organizational vision
- Organizational Hierarchy of UCBF
- Culture of UCBF
- Interpersonal Conflict
- Intrapersonal Conflict

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### Organizational Hierarchy of UCBF



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### Resolution: Organizational Hierarchy

- Power is transferred then more control
- We recommend more authority assigned to leaders as the director of the Breast Cancer Clinic who oversees the operation

### Interpersonal Conflict

Conflict is a natural part of life. It is a disagreement or clash of interests between two or more people. It can be caused by a variety of factors, including differences in values, goals, and resources.



### Resolution: Working to Resolve Interpersonal Conflicts

Interpersonal conflict is a disagreement or clash of interests between two or more people. It can be caused by a variety of factors, including differences in values, goals, and resources.

### Tying It All Together

Interpersonal conflict is a disagreement or clash of interests between two or more people. It can be caused by a variety of factors, including differences in values, goals, and resources.

### Interpersonal Issue 02: Leadership Style

#### Leadership Style

- Transformational Leadership Style
- Transactional Leadership Style

Transformational leadership is a style of leadership that focuses on inspiring and motivating followers to achieve their full potential. Transactional leadership is a style of leadership that focuses on managing followers to achieve specific goals.

### Resolution: Power and Influence

Power is the ability to influence others. It can be used in a variety of ways, including to achieve goals, to resolve conflicts, and to create a positive environment.

### Interpersonal Issue 03: Power and Influence

Power is the ability to influence others. It can be used in a variety of ways, including to achieve goals, to resolve conflicts, and to create a positive environment.

### Interpersonal Issue 04: Power and Influence

Power is the ability to influence others. It can be used in a variety of ways, including to achieve goals, to resolve conflicts, and to create a positive environment.

### Culture of UCBF Medical Center

Culture is the set of shared values, beliefs, and behaviors that define an organization. It can be a powerful force for change and improvement.

### Culture of Breast Care Center

Culture is the set of shared values, beliefs, and behaviors that define an organization. It can be a powerful force for change and improvement.

### Resolution: Organizational Culture

Organizational culture is the set of shared values, beliefs, and behaviors that define an organization. It can be a powerful force for change and improvement.



## The Merger of UCSF Medical Center and Stanford Health Services

### BGCG

- Angela Nyugen, Mike Nickerson, John D'Adamo, Ankur Sharma, Jackie Burke, Alicia Colizza

Hospital Consulting Conference 2013

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## Outline

- Profile
- Brief Recap
- Dr. ESSerman's vision
- Organizational hierarchy of UCSF
- Culture of UCSF
- Interpersonal Conflict
- Intrapersonal Conflict

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# Brief Recap:

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- Dr. Laura ESSerman had 2 visions
- Little political and financial support for these visions
- UCSF as an Academical Medical Center
  - Organizational structure problems
  - Organizational culture problems: historic and cultural
- Personality and leadership of Dr. ESSerman contrasted greatly from UCSF Medical Center

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# Laura Esserman's Profile

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## Education

Harvard University, A.B., 1977, History of Science  
Stanford University, M.D., 1983, Surgery  
Stanford University, School of Business, M.B.A., 1993, Health Policy

## Position Held

Associate Professor, Surgery and Radiology, UCSF;  
Director, Carol Franc Buck Breast Care Center, UCSF/Mount Zion Medical Center;  
Affiliate Faculty, Institute for Health Policy Studies, UCSF  
Program Member, UCSF Comprehensive Cancer Center;  
Clinical Leader, Breast Oncology Program  
Director, Carol Franc Buck Breast Care Center, UCSF Comprehensive Cancer Center  
Member, UCSF Program in Biological and Medical Informatics (BMI)

# Information Systems Project

## “CARE FOR HER”



### VISION

Build a sophisticated and robust framework supported by an information system that served multiple purposes including maintaining electronic patient records, rapid integration of research into patient care, and information sharing

Transforming breast cancer care and using information systems to improve the medical care system

### GOAL

Improve quality of care by providing physicians with analytical tools for assessing risk

Tailoring treatment decisions (decision support) and improving practice patterns

Providing more current and reliable data to regional tumor registries and national databases.

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Nancy Ascher

Chair for Dept of Surgery

Frank McCormick

Director of the Care Center

LAURA ESSERMAN

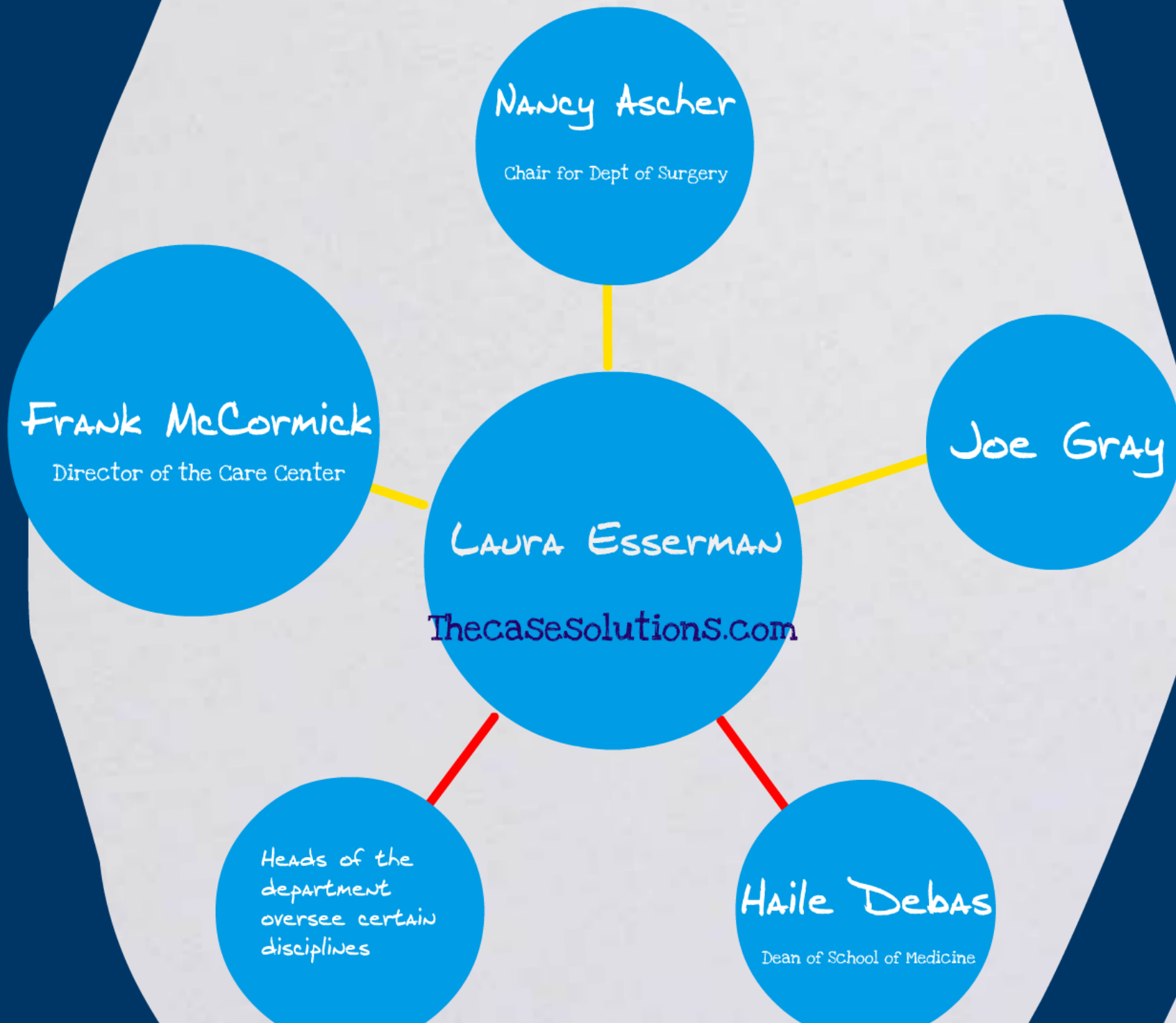
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Joe Gray

Heads of the  
department  
oversee certain  
disciplines

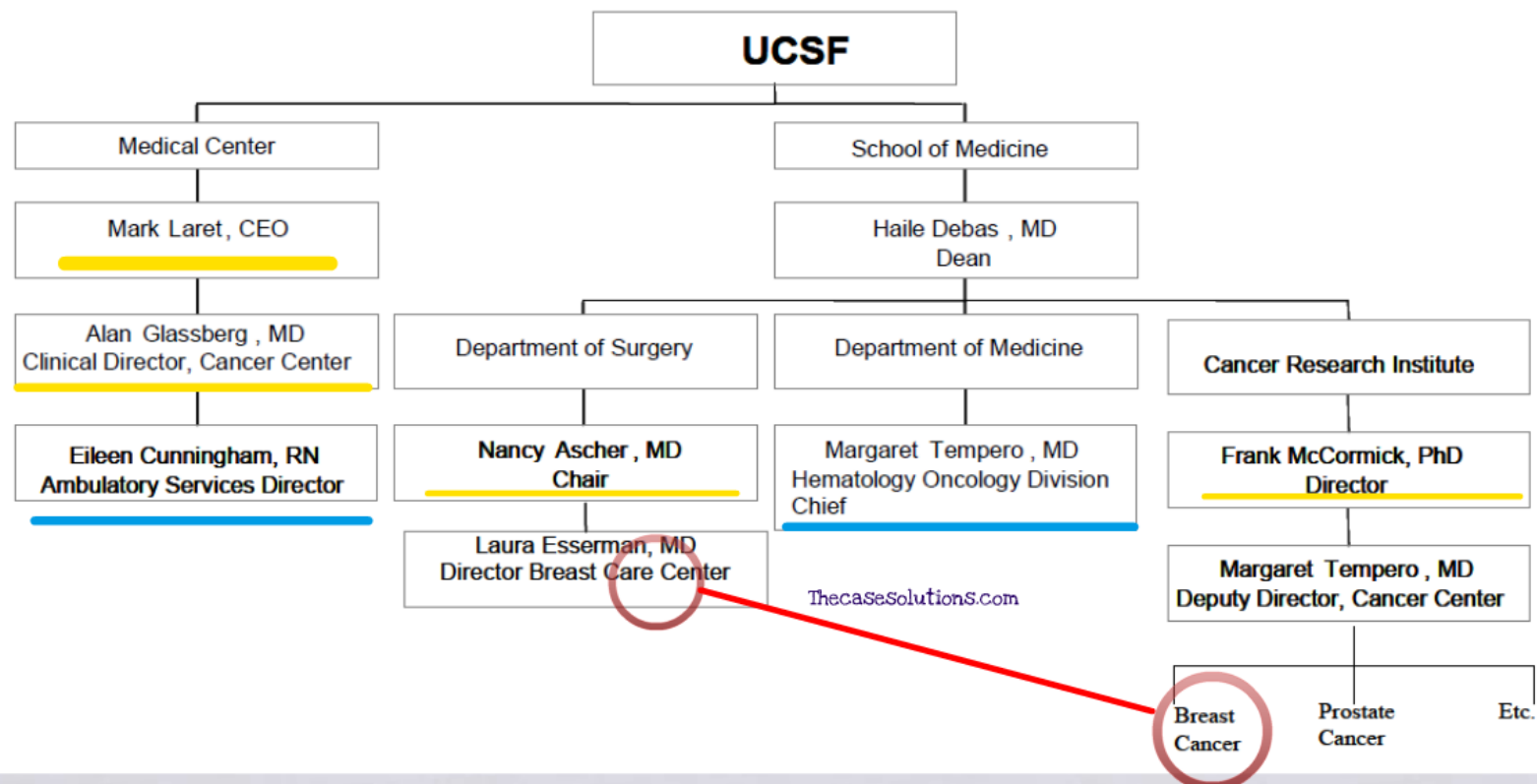
Haile Debas

Dean of School of Medicine



# Organizational Hierarchy of UCSF

**Exhibit 2**  
**UCSF Organization: General**





Ascher, MD  
Chair

Margaret Tempero, MD  
Hematology Oncology Division  
Chief

Frank

Esserman, MD  
Breast Care Center

Margaret  
Deputy Director

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Breast  
Cancer

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