

Dialysis Management: The new Medical Director Leadership

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Abstract

As the various aspects of medicine continue to change, the role of the Medical Director in the dialysis unit has changed from being the primary treating nephrologist for all patients to a leader of the dialysis team. In this presentation, I will discuss the complexities involved in coordinating current care and the need of a new leadership paradigm necessary to adapt to the prevailing healthcare climate.

Findings:

Today, a dialysis medical director must possess skills that are neither intuitive nor acquired during medical training

The appearance of the financing of treatment by insurance companies, syndicates, state agencies, together with government regulations and the subsequent appearance of dialysis corporations began to change the functions of the Medical Directorate.

This is how many dialysis centers appeared due to the entrepreneurial desire of some nephrologists but others are disappearing due to the lack of business management of the proprietary doctors.

In this vision, the MD should receive training in new non-medical technical aspects (Quality, Policy and Procedures development, water quality control, etc.) and others related to Soft Skills (communication, negotiation, problem resolution, etc.)

Conclusion & Significance:

The Nephrologist in charge of medical management, in addition to having a regulatory mandate, training and experience, is the natural defender of the well-being of patients by controlling the quality and safety of the service. Thus, he must position himself as the natural leader of the culture of the clinic. The next step should be to prepare him to perform his new duties properly.

Biography:

Jose Alberto Scapuzzi has his expertise in dialysis facility management and business development.

Working in this field for almost 30 years, from an attending nephrologist, through medical director positions until advisor for multinational companies, he experienced in his own professional life, the need for the changes he is proposing in the dialysis clinic management.

Starting realizing the need for an evolution in certain tasks, he developed the first online dialysis education program in Spanish, and actually advising companies and professional about the new vision for the key positions in this business.

Publication of speakers:

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2. Nissenson AR. Improving outcomes for ESRD patients: shifting the quality paradigm. *Clin J Am Soc Nephrol.* 2014; 9(2):430-434.
3. Schiller B. The medical director and quality requirements in the dialysis facility. *Clin J Am Soc Nephrol.* 2015; 10(3):493-499.
4. Singer SJ, Hayes JE, Gray GC, Kiang MV. Making time for learning oriented leadership in multidisciplinary hospital management groups. *Health Care Manage Rev.* 2015; 40(4):300-312.

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