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**AUPN'S**  
*Leadership Minute*

**Getting Along with  
Neurosurgery**

The logo features a stylized brain inside an open book icon, with the text 'AUPN'S Leadership Minute' below it. The main title 'Getting Along with Neurosurgery' is in a bold, blue, sans-serif font.

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# Description

A good working relationship with Neurosurgery is highly important to your success as a Neurology Chair. However, relationships between neurology and neurosurgery are often rife with conflict, and the culture clash between the cognitive and surgical disciplines is a further impediment to building a functional collaboration. In this summary, we explore these challenges and provide strategies for building a successful and lasting partnership.

# Culture Clash: The Philosopher and the Soldier

- **THE PHILOSOPHER**

- Deliberation
- Careful Consideration of Options
- Needs full context & details before taking action

- **Advantages:** Deep understanding facilitates wise choices

- **Disadvantages:** Can get bogged down in analysis when quick action is needed

- **THE SOLDIER**

- Action
- Speed
- Only interested in those facts needed to take action

- **Advantages:** Gets things done, and fast

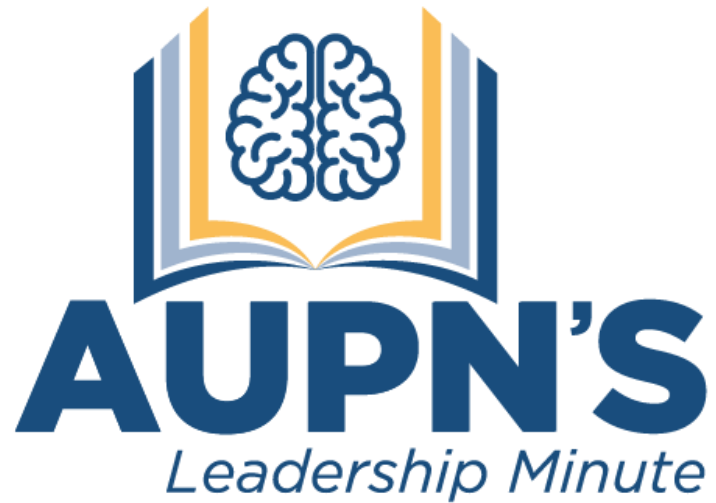
- **Disadvantages:** Impatient, can act too quickly on complex problems needing deep thought

# The Surgeon's “Golden Rule”: A slowly fading paradigm

- “Those who have the gold make the rules”
  - Over 50 years of surgical economic & political dominance
  - The “Diva” Syndrome
- 21<sup>st</sup> Century Changes
  - Shift away from Cult of Personality model towards Corporate Model
  - Increasing Awareness of fiscal interdependency of health operations (i.e. downstream revenue)
  - Movement towards population health management
    - Cost containment
    - Fewer procedures, more prevention and conservative care
- In Transition, but not there yet

# The Age of Collaboration: Enlightened Self-Interest

- **OUTLINE your value to Neurosurgery**
  - Neurovascular
  - Neuromodulation
  - Neuro-Oncology
  - Spine
- **PROVE your value to Neurosurgery**
  - Referral maximization
  - Increased OR Time for NS
  - Improved outcomes & patient satisfaction (\$)
  - Strength in Numbers United front for negotiations
- **Phase One:** Establish Transactional Relationships
- **Phase Two:** Organic Partnership
- **Patience with the Soldier & Diva Mindsets**



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