

Perspective: Advancing Careers in Health Care Delivery

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March 16, 2024



Memorial Sloan Kettering
Cancer Center

- **Context: MSK, My Journey**
- **Career Development Recipe**
- **Behaviors and Skills: What to Sharpen**
- **Experiences and How to Get Them**
- **Discussion**

In support of the Medical, Education and Science Foundation (MESF) and the Medical Society of the State of New York :
Women Physicians Leadership Academy (WPLA)

Manhattan Facilities



Memorial Hospital



Ralph Lauren Center



**Mortimer B. Zuckerman
Research Center**



**Rockefeller Research
Laboratories**



**Josie Robertson
Surgery Center**



Sidney Kimmel Center



**Evelyn H. Lauder
Breast Center**



**Rockefeller Outpatient
Pavilion**



**David H. Koch Center for
Cancer Care at MSK**

MSK's Regional Network



MSK Bergen
Bergen, NJ



MSK Bergen

MSK Westchester
Harrison, NY



MSK Westchester

MSK Commack
Commack, NY



MSK Hauppauge
Hauppauge, NY



MSK Commack

*Nonna's Garden Foundation Center

MSK Nassau
Nassau, NY



MSK Nassau

Manhattan



MSK Basking Ridge

MSK Basking Ridge
Basking Ridge, NJ



MSK Monmouth

MSK Monmouth
Middletown, NJ



CONNECTICUT

95

287

495

78

287

95

Consistent National Rankings in High Quality Patient Care



NATIONALLY RANKED
in 4 Adult Specialties
in 1 Children's Specialty



HIGH PERFORMING
in 6 Procedures/Conditions

#1 in cancer care in the northeast (#2 in the nation)

#1 in urology care

#6 in ear, nose, and throat

#16 in gastroenterology

#14 in pediatric cancer care

Patient Care at MSK

Patients Seen	229,492
Initial Active Patients	25,662
Active Patients	71,233
Patient Admissions	24,519
Outpatient MD Visits	
•Manhattan	628,976
•Regional Care Network	373,284
Total Clinic Visits	1,002,260
Screenings	61,264
Surgical Cases	28,646
Radiology Procedures	738,363
Chemotherapy Treatments	331,626



Key Memberships and Recognitions



My Journey to MSK

Education



Career



Today's Discussion: Career Development

- Answer the Why?
- What is important? Advance leadership behaviors
- How? Address strategic, operational and relational challenges
- Who is important?
 - ✓ Role you Admire
 - ✓ Individual you Admire
 - ✓ Mentor
 - ✓ Someone who gives you honest Feedback -> Competent Observer
- Intentions?
 - ✓ Curiosity
 - ✓ Change-oriented
 - ✓ Growth Mindset
 - ✓ Learn Fast

Leadership: What Matters

Developing Leadership

EXPERIENCE: “the best pilot is the pilot that flies the most” **Tom Wolfe**
The Right Stuff

FEEDBACK: “we all need people that will give us feedback, that’s how we improve.” **Bill Gates**

Experience, Knowledge, Skills

Executive Leadership

Abundance Mentality

Proven Record

Decision-maker, Team-builder, Delegator

Emotional Intelligence

Communication

Financial Fluency

Checklist:

- ✓ Managed a budget
- ✓ Directed individuals
- ✓ Successfully executed a project or initiatives
- ✓ Shows self awareness
- ✓ Self managed
- ✓ Demonstrates sincere empathy
- ✓ Communicates succinctly and clearly
- ✓ Committed to inclusion (curious, kind, knows diversity works, self aware)
- ✓ Understands business model, funds flow, financial statements, projections, investments, leverage

Where to Advance Experience, Knowledge, Skills

Training

- Pick training and educational opportunities that align as closely with health care delivery as possible
- An MBA is not a ticket to a management or leadership position so do one for the right reason

Projects

- Volunteer for projects
- Do the work
- Get feedback

Roles

- Apply!!
- Practice

Discussion

