



Rx for Success: THE SYNERGY OF DYAD PARTNERSHIPS

● What is a Dyad?

- Dyad is a word, which has gone from rarely spoken to commonplace in meetings and introductions across health authorities in BC. Dyads were recognized as an essential strength by Accreditation Canada just prior to the pandemic.
- A Dyad Partnership refers to a leadership model where a physician partners with a non-physician administrator. The partnership involves a collaborative relationship where both people contribute their expertise to achieve shared goals.

● What's so important about them?

Address several critical aspects:

- **Loneliness:** Leadership roles can be isolating, especially in complex health systems.
- **Challenges:** Managing health care teams and navigating departmental demands require multifaceted skills.
- **Organizational Demands:** Effective leadership is essential for organizational success.
- **Shared Success:** Aligning expectations to minimize unexpected challenges.

● What do Dyads do?

Physician Role:

- Assumes **primary responsibility** for the **clinical vision** within the organization or a specific subspecialty area.
- Shapes the vision by determining:
 - Services offered: What medical services will be provided.
 - Effective locations: Where services can be delivered optimally.
 - Provider expectations: Who will deliver the services and expected outcomes.

Administrative Role:

- **Operationalizes** the vision set by the physician.
- Manages day-to-day operations, resources, and logistics.
- Ensures alignment with organizational goals and strategic plans.

