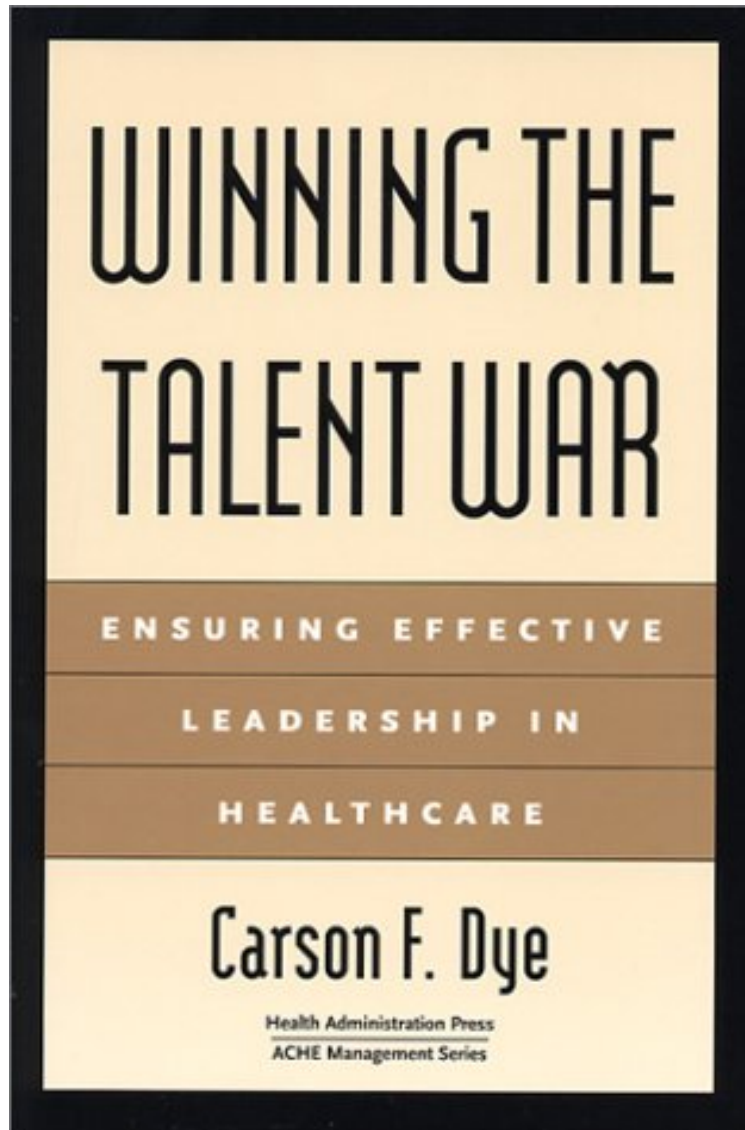


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About the Author Carson F. Dye, MBA, FACHE, CEO of Exceptional Leadership, combines 21 years of health system leadership and 23 years of consulting experience. He has conducted several hundred CEO, senior executive, and physician executive searches for academic medical centers, large health systems, small-to-medium sized hospitals, and universities. Dye provides consultation in leadership assessment, physician engagement, and board relations. He has done extensive physician leadership development and built several physician leadership academies. Certified by Hogan Assessment Systems to use their psychological inventories for selection, assessment, and coaching, he helps individual leaders and teams enhance their effectiveness. Since 1987, Dye has taught many programs for the American College of Healthcare Executives (ACHE) and presented workshops for over 38 state hospital associations. He currently teaches leadership and human resources in the University of Alabama-Birmingham Executive Master's program. Author of 10 books, including ACHE Books of the Year, *Leadership in Healthcare: Values at the Top* and *Developing Physician Leaders for Successful Clinical Integration*, his physician leadership book has been used as a model for physician leadership academies. The Dye-Garman Leadership Competency Model from *Exceptional Leadership* book has been used widely as a competency model for assessment and development.