

MAGAZINE
Cincinnati Woman

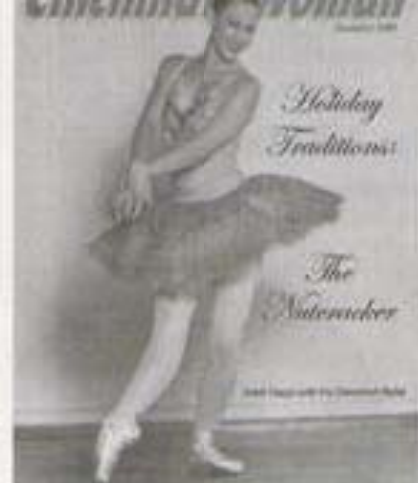
December 2008



*Holiday
Traditions:*

*The
Nutcracker*

Kristi Capps with the Cincinnati Ballet



On the Cover

Kristi Capps is the Sugar Plum Fairy in the Cincinnati Ballet's *The Nutcracker*.
 Photo courtesy of Life Photography Studio.
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The Male Perspective on the Women of Beacon Orthopaedics



Dr. Robert Burger

"The far majority of our staff members are women. Having a management staff that is exclusively women, it helps us to interact, to understand the needs of our employees. It helps us as an organization to be more attentive to the needs of the diverse population that we treat."

— Dr Robert Burger

"Having females at the highest level of management is a breath of fresh air. It's very empowering to see them in upper level management roles. They have definitely brought new perspective to our leadership."

— Dr Peter Cha



Dr. Peter Cha

By Jennifer Davis
Cincinnati Woman Magazine

As a founding physician and outgoing president of Beacon Orthopaedics, Dr. Robert Burger understands that the world of orthopaedics tends to be male dominated. But it is also for that reason, rather than in spite of it, that he has found relief in working with a primarily female staff at Beacon.

"The far majority of our staff members are women. Having a management staff that is exclusively women, it helps us to interact, to understand the needs of our employees. It helps us as an organization to be more attentive to the needs of the diverse population that we treat," says Dr. Burger warmly.

As Dr. Burger continues his post-presidency duties as a physician and a member of the executive committee, he looks forward to the continued personal and professional growth of the women of Beacon. He believes it is the responsibility of the physicians to enhance the work of the management team, and vice versa. "It's important to have a healthy working

relationship between the physician and the management team, [which is] made up of very talented women. How can we as physicians help and support our management team? It's important to make sure that everyone shares in the vision of Beacon."

Management Leadership

Newly elected Beacon president Dr. Peter Cha has already begun to ease into his new role, and he looks forward to working with the all-female management staff. Dr. Cha says that, in such a male-dominated field, "Having females at the highest level of management is a breath of fresh air. It's very empowering to see them in upper level management roles. They have definitely brought new perspective to our leadership."

Dr. Cha's goals and expectations for the women of Beacon ring with sincerity and admiration. "My hope is that they continue to grow professionally and that they bring the continued vision, work ethics and efficient completion of task management to the forefront. I've been impressed with our core management leadership."

Both men speak of the women of Beacon

with a sense of respect and veneration. They see the skills and talents of the staff as a necessity to the success of the organization. "They are the core of our upper level management," says Dr. Cha. "These are impressive individuals."

After five years as president at Beacon, Dr. Burger is ready to pass the torch on to Dr. Cha. When asked if he had any advice or a final thought he'd like to pass on to his successor, he doesn't even have to think about it.

"The first and most important trait is to listen first. Seek first to understand before being understood."

Spoken like a true gentleman.

Jennifer Davis is a freelance writer based in Northern Kentucky, where she lives with her husband and daughter. She is currently studying theatre at Northern Kentucky University, and is working her way towards a career as a full time arts writer.

