



PHYSICIAN LEADERSHIP PROGRAM

A National Program for Aspiring Physician Leaders

2024

The Academy community is made up of the most influential change makers in healthcare who understand the power of partnership to drive progress. Each member organization is aligned and working towards a common goal - to improve health.

WE POWER OUR
COMMUNITY TO
DRIVE HEALTH
FORWARD



Who We Power

Leading Health Systems

The approximately 150 innovative integrated delivery systems with over \$2B in total operating revenue

Industry Partners

Industry innovators, from early stage to Fortune 50 organizations, that are working alongside health systems to drive health forward

2,000+

LHS Executive Relationships

600+

LHS C-Suite Members

150+

Innovative Industry Members



Convene exceptional peer groups that facilitate meaningful relationships and knowledge exchange



Create world-class leadership development programs designed to prepare next generation healthcare leaders



Produce original research leveraging member insights on healthcare's greatest challenges and opportunities



Deliver innovation surveillance and strategic roadmaps to help health systems navigate strategic transformation



Facilitate novel partnerships to address critical industry issues that demand collective action

Program Overview

The Physician Leadership Program (PLP) prepares physicians for executive leadership at the United States' largest health systems.

Transitioning Physicians to High- Performing Physician Leaders

Selective Cohort of High-Potential & Diverse Physician Candidates

- Creates a cohort of aspiring physician leaders to collaborate with peers across the nation's Leading Health Systems (LHS)
- Candidates exclusively nominated from LHS by senior system-wide physician executives
- Accepts applicants with mix of personal and professional backgrounds and responsibilities – our cohort aims to be representative of the broader healthcare workforce

Curriculum that Enhances Leadership Effectiveness

- Critical content that can be applied immediately
- Customized learning using real-world case examples and exercises
- Curriculum develops:
 - » Business acumen
 - » Diverse team management
 - » Executive presence
 - » Deep industry knowledge

Experienced Executives Serve as True Mentors

- Seminars and workshops led by health system experts
- Executives-in-Residence (EIRs) facilitate small-group discussion
- Virtual one-on-one coaching session

A comprehensive list of all EIRs can be found on pages [6 & 7](#).



"The Academy's Physician Leadership Program (PLP) is one of the best growth, development, and networking opportunities for physicians today. It has consistently been one of the highest rated programs by our physicians and we send a cohort every year."

Neil Jasani, M.D., MBA, FACEP

Chief People Officer, ChristianaCare Health System

Nominator

PLP 2023 Cohort

14

Number of LHS participating, spanning across every US region

Featured LHS include:

- Advocate Aurora Health
- Mass General Brigham
- Intermountain Healthcare
- Northwell Health

35

Number of aspiring physician leader participants

45%

Percent of participants who are female leaders

Tailored for System-Wide Priorities, Including:



Leadership Competency Enhancement



National Perspective Building to Lead Next-Generation Health Systems



Physician Leadership Retention



Long-Term Succession Planning

Program Experience

The Physician Leadership Program is a nine-month immersive program with three in-person meetings.

January & February	March	April	May
Acceptance Emails	Orientation, Peer Buddy Assignment, & Meeting 1 Prework	Meeting 1 April 17-18 Arlington, VA	Meeting 2 Prework and Connecting with Peers: Virtual Lunch
June	August	September	October
Meeting 2 June 26-27 Arlington, VA	Connecting with Peers: Virtual Lunch	Meeting 3 Prework	Meeting 3 & Graduation October 9-10 Arlington, VA

Core Curriculum Aligned with Health System Needs

The Academy’s leadership development model is rooted in the power of peer-learning. Participants will learn from peers and mentors during group sessions, small-group discussions, and networking moments.



“The contributions of PLP to my career are unmatched – insights into myself as a leader, national leadership trends, details of compensation/finances, and an incredible network of colleagues!”

Renuka Jain, M.D.

Director of Structural and Interventional Echocardiography, Aurora St. Luke’s Medical Center

Advocate Aurora Health

Class of 2022



Click [here](#) to view in more detail the PLP’s comprehensive curriculum modules.

Participant Organizations & Application



"As the leader of a large medical group, I regard the Academy's Physician Leadership Program as a trusted partner in deepening our bench of knowledgeable and forward-thinking clinician leaders. Beyond solidifying the fundamentals of leadership, participants from our organization bring back broadened perspectives on how to get the best out of themselves in the interest of serving others."

Jeffrey Bahr, M.D., FACP

President, Medical Group, Advocate Health

Nominator

Candidate Profile

- A rising physician leader who spends a portion of his/her time in an administrative/leadership role
- Motivated for continued education and growth
- Committed to leadership development and enhancing healthcare industry knowledge
- Exclusively nominated from LHS by a senior system-wide physician executive

Tuition is \$15,000. To nominate, please navigate [here](#).

Application Timeline

2023						2024
July	August	September	October	November	November 30	January & February
Accepting applications until November 30, 2023					Applications due	Application decisions

THMA team is happy to answer any questions about the application process.

Feel free to send us an email at LDPrograms@hmacademy.com with your questions.

We're also happy to schedule a call with you.

Executives-in-Residence



Rick Afable, M.D.
Former CEO
St. Joseph Hoag Health



Carladenise Edwards, Ph.D.
Former EVP & CSO
Henry Ford Health System



Jonathan Gottlieb, M.D.
Former CMO
IU Health



Beth Beckman, D.N.S.
Former VP & CNO
Baylor University Medical Center



Lynne Eickholt
Former CSO
Partners HealthCare



Michael Guthrie, M.D.
EIR, University of Colorado
– Denver Campus School of
Business, Program in Health
Administration



Tammy Brailsford, R.N.
Former EVP & COO
MemorialCare Health System



Joan Evans
Former Chief Learning Officer,
Vice President, Organizational
Performance and Effectiveness/
Chief of Staff
Cone Health



Mark Koch
Former CAO
Mayo Clinic



Deb Burton, R.N., Ph.D
Former SVP, CNO
Providence Health



Sue Fitzsimons, R.N., Ph.D.
Former SVP, Patient Services
& CNO
Yale New Haven Health



Alka Kohli, M.D.
Former CMO
Virtua Health



Michael L. Butler
Former President,
Operations & Services
Providence



Jim Fox
Former SVP & CFO
Fairview Health Services



John Koster, M.D.
Former President & CEO
Providence Health & Services



Naomi Cramer
Former CHRO
Banner Health



Mary Ann Fuchs, D.N.P., R.N.
Former VP of Patient Care &
System CNE
Duke University Health System



Becky Kuhn
Former COO
Banner Health



Mark Dixon
Former Regional President
Fairview Health Services



Greg Gombar
Former EVP & CFO
Carolinas Healthcare System



Phyllis Lantos
Former CFO
NewYork-Presbyterian

Executives-in-Residence



Keith Marton, M.D.
Former SVP, CMO, & Chief Quality Officer,
Providence Health & Services



Anne Pendo, M.D.
Senior Medical Director, Provider Experience & Wellbeing
Intermountain Healthcare



Rishi Sikka, M.D.
Former President, System Enterprises
Sutter Health



Patrick McCabe
Former SVP Finance
Yale New Haven Health



Marlon Priest, M.D.
CCO
Cone Health



Jim Staten
Former CFO
University of Southern California



Tracey Moffatt, B.S.N., M.H.A., R.N.
Former CNO & VP of Quality
Ochsner Health



Ann Pumpian
Former SVP & CFO
Sharp HealthCare



Seth Wolk, M.D.
Former CMO
Spectrum Health



Denise Murphy, B.S.N., M.S.N., R.N.
Vice President, Patient Care Systems and Chief Nurse Executive
BJC HealthCare



James Roskelly
Former EVP, Strategic Development
Cone Health



Craig Wright, M.D.
Former SVP & Physician Executive
Providence Health & Services



Ira S. Nash, M.D.
SVP, Physician Leadership Development, Northwell Health;
Former SVP, Executive Director, Northwell Health Physician Partners



Lee Sacks, M.D.
Former EVP & CMO
Advocate Aurora Health



Mary Ann Osborn, M.S.N., R.N.
Former Chief Nursing Executive
UnityPoint Health



Michael Shabot
Former CCO
Memorial Hermann Health System



The Health Management Academy powers our community to drive health forward. We serve our members through peer learning, leadership development, alliances, and data and insights.



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