



PHYSICIAN LEADERSHIP PROGRAM

A National Program for Aspiring Physician Leaders


2025

About the Program

The Health Management Academy's Physician Leadership Program (PLP) offers a nine-month executive intensive that develops clinical physicians for physician leadership. The program's curriculum is intricately designed around the strategic priorities of health system C-suite executives, equipping participants with essential leadership and business acumen skills crucial for leadership success. Guided by recently retired C-suite physician executives who have navigated similar paths, participants gain invaluable insights and mentorship from those with firsthand experience.

PLP participants develop a deeper understanding of how their roles are contextualized within the larger health system strategy and learn how to balance critical priorities including budget control, revenue management and workforce optimization. Participants master leadership in environments faced with resource limitations, while maintaining an enterprise-wide strategy.

Beyond coursework, PLP provides a unique opportunity to establish profound connections with peers from health systems nationwide. Through peer learning and collaboration, participants engage with a diverse community of rising physician leaders and seasoned executives, tapping into collective wisdom and expanding their professional network.

A photograph of two men in business attire walking outdoors. The man on the left is of Asian descent, wearing a blue checkered shirt and a dark vest, pointing towards the right. The man on the right is a white man with a balding head, wearing a blue blazer over a red and white checkered shirt. Both are wearing lanyards with ID badges. The background shows a brick building and trees.

For physicians navigating the transition from clinical to executive health system leadership, PLP serves as a catalyst, empowering them to drive transformative change and shape the future of their health systems



"THMA'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 Clinical Officer, ChristianaCare Health System
Nominator

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

January & February 2025	March 2025	April 2–3, 2025	May 2025
Acceptance Emails	Orientation & Meeting 1 Prework	Meeting 1 Arlington, VA	Meeting 2 Prework and Connecting with Peers: Virtual Lunch
June 11–12, 2025	August 2025	September 2025	October 1–2, 2025
Meeting 2 Arlington, VA	Connecting with Peers: Virtual Lunch	Meeting 3 Prework	Meeting 3 & Graduation Arlington, VA



“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

Successfully Navigate the Transition to Executive Health System Leadership

Physician leaders participating in PLP have access to selective cohorts, cutting-edge leadership curriculum, and executive mentors.

Selective Cohort of High-Potential & Diverse Physician Candidates

- Brings together aspiring physician leaders to collaborate with their peers from across the nation’s largest health systems
- Candidates exclusively nominated from health systems 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
- Insights for:
 - » Business acumen
 - » Executive presence
 - » Diverse team management
 - » 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. A comprehensive list of all EIRs can be found beginning on [page 10](#)
- Virtual one-on-one coaching session

Submitting an Application

Candidate Profile

- A rising physician leader who spends a portion of their 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 \$16,200. To nominate, please reach out to ldprograms@hmacademy.com

Application Timeline

2024						2025	
Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan & Feb
Accepting applications					Applications due Winter 2024		Application decisions



"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



Frequently Asked Questions

Who should attend this program?

High potential physician leaders that spend a portion of their time in an administrative leadership role and are looking to acquire general leadership skills.

What does the application process entail?

Applications take approximately 30 minutes to complete. Nominees are asked to select a senior system-wide physician executive Nominator and share biographic details and program goals.

What is the program's time commitment?

The program is a nine-month immersive experience centered around three, two-day in-person events. Participants will kick off the program with virtual orientation and also receive preparation materials prior to each in-person event.

What are the costs associated with the program?

Tuition is \$16,200.

Participants are financially responsible for any travel arrangements. For the duration of the event, food will be provided.

Please note that participants are able to receive CME credits for program participation.

Are there other similar THMA programs I should be considering for the individual I am looking to nominate?

Whereas the PLP helps rising physician leaders acquire general leadership skills, an ideal complement to the PLP is THMA Physician Business Leadership Program (PBLP), which takes a deep dive into business theory with MBA style content and instruction.



Executives-in-Residence



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



Michael L. Butler
Former President,
Operations & Services
Providence



Greg Gombar
Former EVP & CFO
Carolinas Healthcare System



Becky Kuhn
Former COO
Banner Health



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



Mark Dixon
Former Regional President
Fairview Health Services



Jonathan Gottlieb, M.D.
Former CMO
IU Health



Phyllis Lantos
Former CFO
NewYork-Presbyterian



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



Marilyn Dubree, R.N.
Former CNO
Vanderbilt University
Medical Center



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



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



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



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



Alka Kohli, M.D.
Former CMO
Virtua Health



Patrick McCabe
Former SVP Finance
Yale New Haven Health

Executives-in-Residence (Cont.)



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



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



James Roskelly
Former EVP, Strategic
Development
Cone Health



Lou Shapiro, M.P.H.
Former President and CEO,
Hospital for Special Surgery



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



Scott Powder
Former President
Advocate Health Enterprises



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



Jim Staten
Former CFO
University of Southern
California



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



Marlon Priest, M.D.
Former CCO
Cone Health



Bill Santulli
Former President, Midwest
Region
Advocate Health



Seth Wolk, M.D.
Former CMO
Spectrum Health



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



Ann Pumpian
Former SVP & CFO
Sharp HealthCare



Michael Shabot
Former CCO
Memorial Hermann Health
System



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

A photograph of two men in business attire sitting at a table, engaged in conversation. The man on the left is smiling and holding a pen. The man on the right is looking towards him. They are both wearing lanyards with 'The Academy' branding. The background is a blurred crowd of people at a conference. The entire image has a blue color overlay.

**We are happy to answer
any questions about
the application process**

**Feel free to send us an email at
LDPrograms@hmacademy.com
with questions or to schedule a call.**

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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