HEALTH MANAGEMENT
TheAcademy

2024

THE ACADEMY AWS
**TECHNOLOGY
FELLOWS PROGRAM**
Developing The Next Generation Health System Leaders

aws

The Health Management Academy Amazon Web Services (AWS) Technology Fellows Program powers high-potential Leading Health System technology leaders from across the United States to acquire the leadership skills, business acumen, technical capabilities and healthcare knowledge needed to lead their organizations into the future.

Over the next decade, organizations with a focus on digital transformation and patient experience will need to develop technology leaders within their organizations who are prepared to lead through tremendous change. AWS's leadership in technology innovation, coupled with its platform expertise and unique approach to partnering with Leading Health Systems, makes it the perfect strategic partner for building a Technology Fellowship Program. This collaboration will help The Health Management Academy (THMA), Leading Health Systems and AWS realize its shared goal of supporting increased retention of top technology talent at Leading Health Systems and equipping rising technology C-suite executives with the tools needed to drive their organizations forward.

The Academy AWS Fellows Program, focused on senior technology leaders one-to-three positions away from the C-suite, prepares graduates to lead through collaboration, drive innovation, and practice adaptive and predictive thinking.

With national recognized current and former health system executives as well as leadership and technology experts from AWS serving as faculty, participants receive one-on-one mentorship and real-world learning opportunities.

Upon graduation, Fellows are equipped with the context and perspective necessary to lead next-generation health systems. Fellows will become part of an elite alumni network.

The Program prepares technology leaders in the following roles to lead their organizations into the future with the know-how to drive innovation, speed operations, reduce costs, and improve patient outcomes:

Two Tracks for Technology Fellows	
Rising CIOs, CTOs	Rising CMIOs, CNIOs, & other clinical technology executives

Participant Benefits

- Build a nationwide network of peers
- Collaborate on strategic challenges and opportunities
- Enhance healthcare, leadership, technical and business competencies
- Engage with a national group of current and former C-suite executives
- Receive meaningful professional development and mentoring

Organizational Benefits

- Tangible commitment to high-potential leaders for retention strategy and succession planning
- Develop mentors and build leadership depth within the organization
- Equip future executives with the national perspective and knowledge to lead large, integrated health systems

"With the rapidly changing landscape of technology, this new Fellowship has the opportunity for technology and informatics leaders to come together to find ways to transform healthcare. The bridging of the technology and clinical aspects, at a national level, will provide the skills for the next generation of healthcare leaders. Together this group will work to find creative avenues to enable healthcare in a more seamless manner for our patients and providers."

Joy Grosser
CIO, SSM Health
Advisory Committee Chair

Curriculum & Faculty

The Curriculum, developed in coordination with THMA membership, Executives-in-Residence and AWS content and leadership experts, gives Fellows across cohorts interactive, multidisciplinary, and collaborative learning opportunities to apply their knowledge and understanding to current health system responsibilities as well as to future leadership roles.

THMA's Executives-in-Residence (EIR) are recently retired health system executives spanning the C-suite with extensive industry knowledge and expertise.

Executives-in-Residence

- Refine and co-develop curriculum
- Facilitate in-person sessions and discussions
- Provide one-on-one executive coaching and mentorship
- Advise Fellows through Action Project execution

A comprehensive list of all Executive-in-Residence can be found on .

THMA Foundational Curriculum

- Executive Leadership Strategies and Design Principles
- Organizational Vision and Strategy
- Digital Transformation
- Enhancing Social and Emotional Intelligence
- Leading Change and Negotiations
- Transforming the Continuum of Care
- Health Policy, Advocacy, and Ethics
- Diversity and Inclusion
- Driving Innovation and Managing Risk
- Health Services Finance

AWS Expertise

Fellows will have access to AWS leadership principles and experts to enhance their core learnings. This enhanced curriculum will give Fellows the option to further develop technology insights critical to the future of healthcare technology.

The Amazon Leadership Principles

We use our Leadership Principles every day, whether we're discussing ideas for new projects or deciding on the best approach to solving a problem. It is just one of the things that makes Amazon peculiar and enables us to continuously innovate and improve.

- Customer Obsession
- Ownership
- Invent and Simplify
- Are Right, A Lot
- Learn and Be Curious
- Hire and Develop the Best
- Insist on the Highest Standards
- Think Big

- Bias for Action
- Frugality
- Earn Trust
- Dive Deep
- Have Backbone; Disagree and Commit
- Deliver Results
- Strive to be Earth's Best Employer
- Success and Scale Bring Broad Responsibility

Strategic Technology Action Projects

During the two-year program, each Fellow works with their health system mentor and CEO to identify and lead a system-level change management strategic technology action project. Projects will contribute to the health system's strategic aims and often serve as pilot programs before system-wide expansion.

Annual Summit

Each year, Fellows will attend an Annual Summit co-hosted by THMA and AWS focused on collaborative learning opportunities, engagement, relationship building with peers and staff, and further instruction in core competencies.

Academy CXO Forum Rotations

Fellows will have the opportunity to participate in a minimum of two THMA C-suite Forum events outside of the technology programs (CEO, CFO, CMO, COO, CNO, etc.). Graduation will be held during THMA's CIO, CMIO and/or CNIO Forum events.

Admission and Application

Candidate Profile

- A current technology leader with health system responsibilities
- One-to-three steps away from corporate level C-suite and identified by the succession plan for one or more corporate executive positions in the technology suite
- Committed to leadership in technology with a successful track record
- Motivated for continued education and growth

Since the corporate pathway can vary among health systems, the above criteria should be considered guidelines.
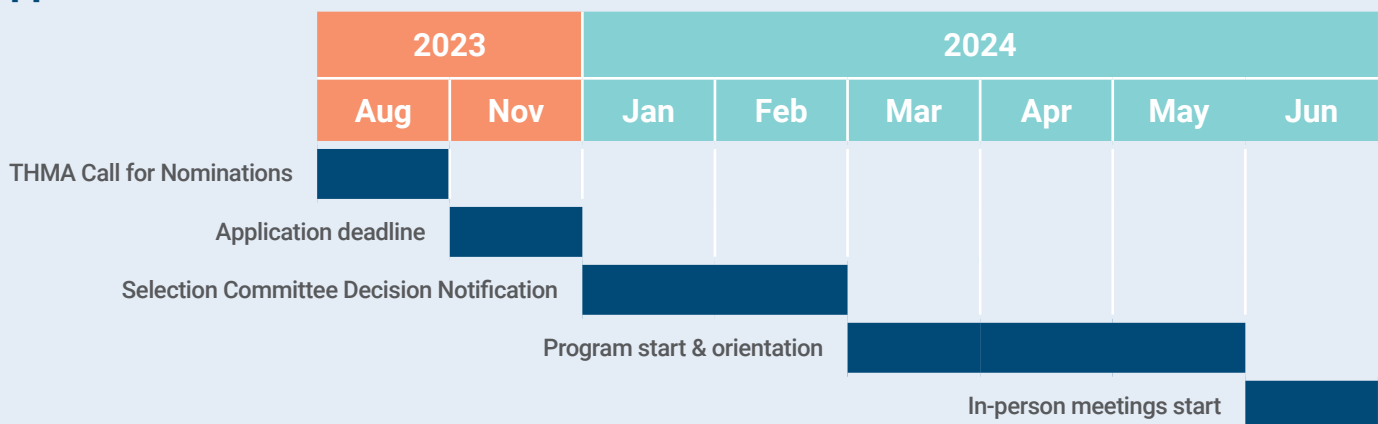
Admission Requirements

- Nomination by health system CXO with sponsored support by health system CEO
- Application completed by applicant and nominating executive
- A comprehensive list of Advisory Committee members made up of current and former health system executives can be found on page 6.

THMA is honored to partner with AWS to continue developing the next generation of C-suite technology leaders. The Academy AWS Fellowship for Technology Leaders is the expansion of a 15+ year track record of developing over 200+ health system administrative, finance, physician, and nurse leaders.

The Academy AWS Fellows Program ensures your organization has the executive leadership team needed to champion long-lasting success. Call for nominations begins Summer 2023 and applications and are due November 30th 2023. "We look forward to welcoming the 2026 class of technology leaders in the spring!"

Application Timeline

	2023		2024					
	Aug	**Nov**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**
THMA Call for Nominations	███							
Application deadline		███						
Selection Committee Decision Notification			███					
Program start & orientation					███	███		
In-person meetings start								███

Program Fees

The Fellowship has a program cost of $15,000 for each of the two years.

To receive application instructions, please email LDPrograms@hmacademy.com

The Academy AWS Fellows Program for Healthcare Technology Leaders

The Academy AWS Fellows Program for Healthcare Technology Leaders was inspired by the proven track record of The Academy GE Fellows Program. The Academy GE Fellows program has been focused on developing future C-suite leaders in Leading Health Systems since 2006. During that time, The Health Management Academy Fellowship program has graduated over 400 executives from more than 65 Leading Health Systems. Over 475 C-suite executives have nominated a Fellowship candidate from within their organization, and 85 percent of graduates have been promoted following their experience in the Fellowship, including current Leading Health System CEOs, CFOs, COOs, CMOs, CNOs and other executive roles. The additional Fellowship Programs include tracks for rising Administrative, Finance, Physician and Nursing leaders.

Completed Applications Include

☑ Online application form

☑ Statement of nomination from sponsoring health system executive

☑ CEO letter of recommendation

☑ Resume and, if applicable, CV

The Academy 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.

Advisory Committee

CIO & CTO Advisory Committee

Michael Ash, M.D.
EVP, COO
Nebraska Medicine

Randy Gaboriault
SVP, Chief Digital &
Information Officer
Christiana Care

Ellen Pollack, R.N.
CIO
UCLA Health

John Bosco
Former SVP, CIO
Northwell

Joy Grosser
CIO
SSM Health
Advisory Committee Chair

Janice Nevin, M.D.
President & CEO
Christiana Care

Don Courville
VP, CTO
Sharp Healthcare

Tarun Kapoor, M.D.
SVP, CDO
Virtua

Edmondo Robinson, M.D.
SVP, CDO
Moffitt Cancer Center

CMIO & CNIO Advisory Committee

D'Andre Carpenter, DNP
CNO
UnityPoint

Rick LeMoine, M.D.
CMIO
Sharp Healthcare

Rosemary Ventura, DNP, R.N.
CNIO
University of Rochester
Medical Center

Annabaker Garber, R.N., Ph.D.
Former CNIO
HCA

Ann Lockhart, R.N.
VP, Clinical Informatics &
Transformation
Ochsner Health System

Teri Young, R.N.
VP, Clinical Systems & Chief
of Clinical Informatics

Will Holland, M.D.
SVP, Care Management &
CMIO
Banner Health

Valerie Leschber, M.D.
CMO
Cone Health

Jim Jirjis, M.D.
VP, CHIO
HCA

Alex Petron, M.D.
VP, CMIO
WellSpan Health

Don Courville
VP, CTO
Sharp Healthcare

Joy Grosser
CIO
SSM Health

David Quirke
Former CIO
Inova Health System

Carladenise Edwards, Ph.D.
Former Senior VP and CSO
Henry Ford Health System

Tarun Kapoor, M.D.
SVP, CDO
Virtua

Tim Tarnowski
Retiring SVP, CIO
Indiana University Health

Eric Eskioglu, M.D.
Former EVP, CMO
Novant Health

Annabaker Garber, R.N., Ph.D.
Former CNIO
HCA

Divya Shroff M.D.
Former CMO
TriStar Centennial
Medical Center
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