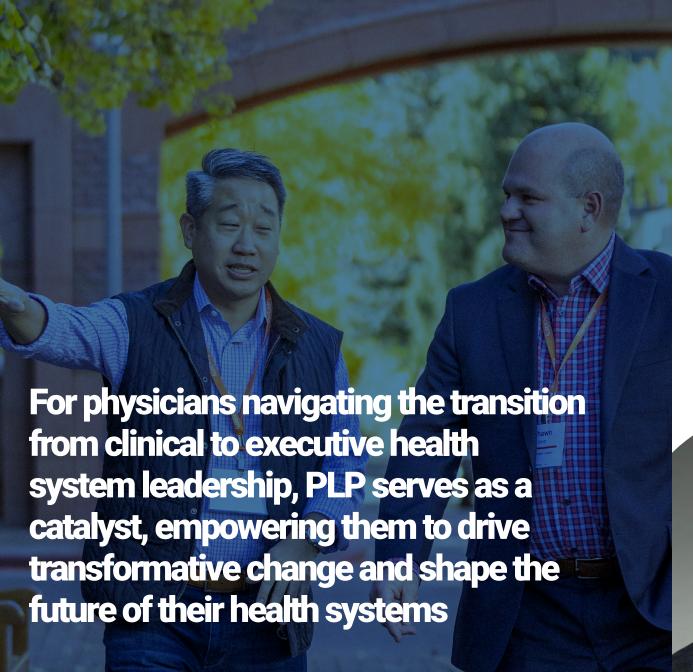


PHYSICIAN LEADERSHIP PROGRAM

A National Program for Aspiring Physician Leaders

2026



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.



"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 2026 | March 2026 | April 2026 | May 2026 | |
|-------------------------|------------------------------------|-------------------------|---|--|
| Acceptance Emails | Orientation & Meeting 1 Prework | Meeting 1 Arlington, VA | Meeting 2 Prework and Virtual Connection with Peers | |
| June 2026 | August 2026 | September 2026 | October 2026 | |
| Meeting 2 Arlington, VA | Virtual Connection with Peers | 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 healths 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 by a senior system-wide physician executive

Tuition is \$16,200. To nominate, please reach out to ldprograms@hmacademy.com

Application Timeline

| 2025 | | | | | | 2026 |
|------------------------|-----|-----|--------------------|-----|-----------------------|------|
| Jun | Jul | Aug | Sep | Oct | Nov | Jan |
| Accepting applications | | | Application Review | | Application decisions | |







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.

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 inperson events. Participants will kick off the program with virtual orientation and also receive preparation materials prior to each in-person event.



Executives-in-Residence



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



Mark Dixon Former Regional President Fairview Health Services



Greg GombarFormer EVP & CFO
Carolinas Healthcare System



Becky Kuhn Former COO Banner Health



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



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



Jonathan Gottlieb, M.D. Former CMO IU Health



Phyllis LantosFormer CFO
NewYork-Presbyterian



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



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



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



Michael L. Butler Former President, Operations & Services Providence



Kelly Jo Golson Former EVP, Chief Brand, Communications & Consumer Experience Officer Advocate Health



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



Scott Powder Former President Advocate Health Enteprises



Bill Santulli Former President, Midwest Region Advocate Health



Add Gary Stuck, M.D. Former EVP, Chief Medical Officer Advocate Health



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



Marlon Priest, M.D. Former CCO Cone Health



Michael Shabot Former CCO Memorial Hermann Health System



Seth Wolk, M.D. Former CMO Spectrum Health



Anne Pearson, M.D. Former SVP/CEO Physicians Memorial Hermann Memorial Hermann Health System



Ann PumpianFormer SVP & CFO
Sharp HealthCare



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



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



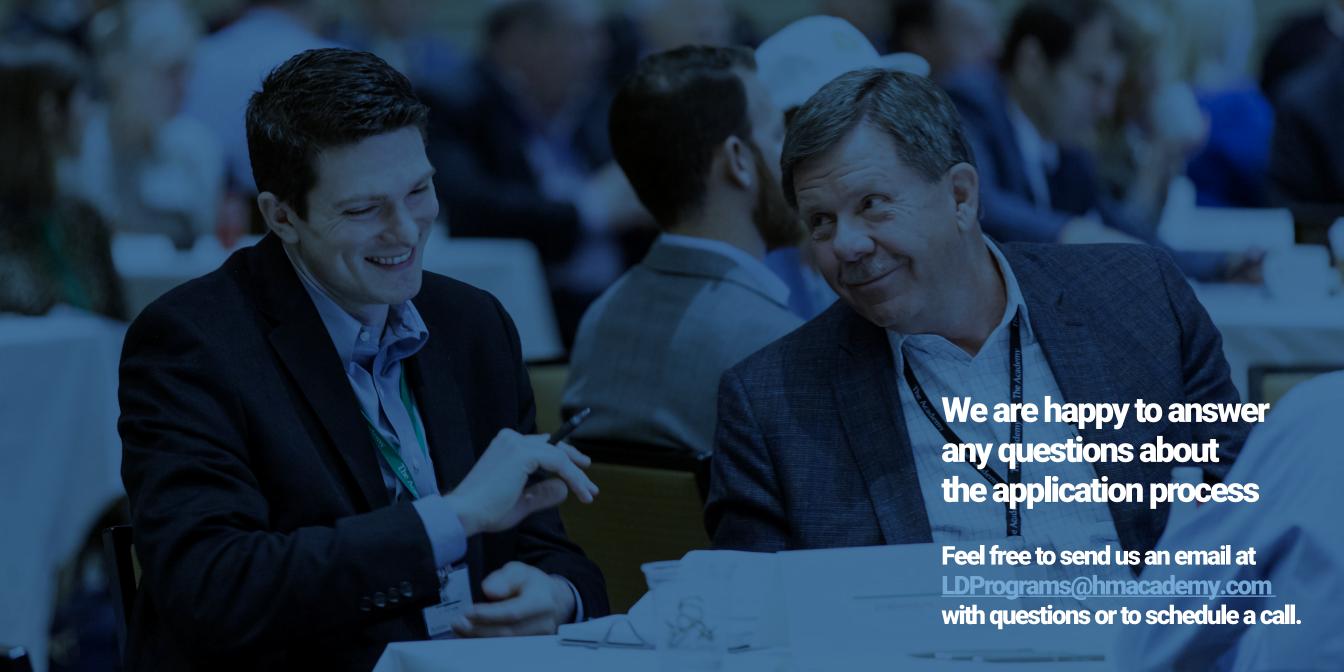
Anne Pendo, M.D.
Former Senior Medical
Director, Provider Experience
& Wellbeing
Intermountain Healthcare



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



Jim Staten
Former CFO
University of Southern
California



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.



1100 Wilson Blvd. Suite 1200 Arlington, VA 22209

hmacademy.com