



# PHYSICIAN LEADERSHIP PROGRAM

*A National Program for Aspiring Physician Leaders*

2026



**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**

# 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](mailto:ldprograms@hmacademy.com)

## Application Timeline

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



**Mark Dixon**  
Former Regional President  
Fairview Health Services



**Greg Gombar**  
Former 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 Lantos**  
Former 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 Enterprises



**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 Pumpian**  
Former 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



A photograph of two men in business attire sitting at a table, smiling and engaged in conversation. The man on the left is younger, with dark hair, wearing a dark suit jacket over a light blue shirt and a green lanyard. The man on the right is older, with grey hair, wearing a grey suit jacket over a light blue shirt and a black lanyard. They are both looking towards the right. In the background, other people are seated at tables, and the scene appears to be a conference or networking event. The entire image has a blue tint.

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

**Feel free to send us an email at  
[LDPrograms@hmacademy.com](mailto: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.*



1100 Wilson Blvd.  
Suite 1200  
Arlington, VA 22209

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