

2026

A YEAR OF GROWTH



A guide to help you thrive in the new year

Now is a great time to consider where you have been and where you want to go next. When we take the time to choose where to invest our time, energy, talents, and interests, we are likely in a better position to realize our potential. This guide provides a framework for you to explore what you have experienced and learned over the past 12 months, so you are able to effectively apply these learnings in the year ahead.

The Companies of MPI



STEP 1

Reflect

By reflecting on the past year, reviewing what went well and what could have gone better, you can free up your mental and emotional capacity to start anew and have a great year.

Wrap-Up 2025 – Revel in Your Achievements

It's easy to approach a new year disappointed in all that you didn't accomplish the prior year, but you should take some time to think about what you achieved last year and allow yourself to celebrate those experiences or moments for a bit.

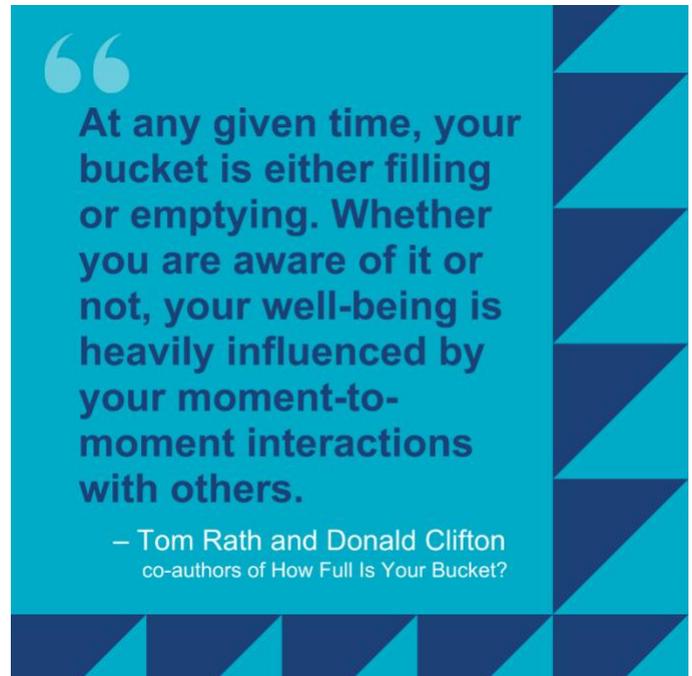
Did you learn something new?

Have you grown in some way?

Did you implement any new habits, tactics, or strategies that helped you?

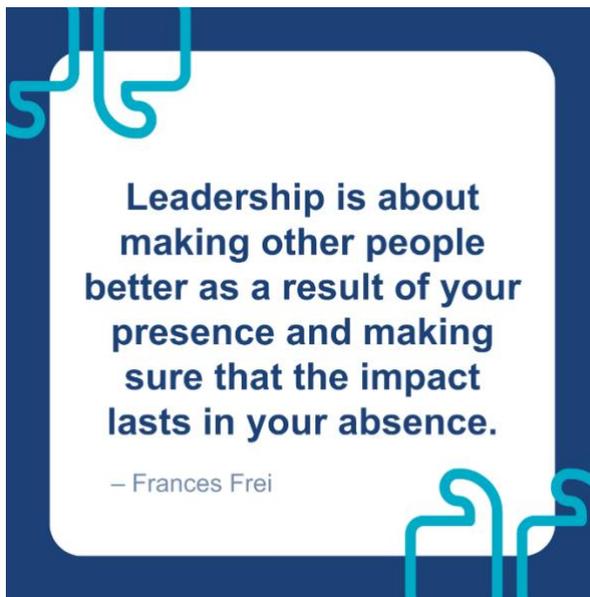
Invitation: List the highlights of the year - large and small, personally and professionally.

Invitation: Take a few minutes to write or tell someone about some of your highlights. (How did these highlights make the list? What's important about them? How do these highlights enable you to live into your values or purpose?)



STEP 2

Replenish



It requires a great deal of energy - physical, intellectual, emotional, and spiritual - to lead at a high performing level.

Intentionally focusing our attention on relationships with those people, places, and things in our lives that bring us a sense of meaning or community is a great way to restore our energy.

Invitation: Take a few minutes to think about, write, and/or share with someone those people who made a positive impact on your year, for which you are grateful. (Who helped you this year? Who did you help this year? How did it make you feel to help/be helped? Where did you feel it in your body?)

Invitation: Below, list five places or things that help you relax and reset (e.g., exercise, nature, reading, volunteering, music, friendships). These things help to renew your energy and enable you to feel ready to tackle anything again.

- 1.
- 2.
- 3.
- 4.
- 5.

Be sure to build them into your 2026 schedule so they are present with you throughout the year.

STEP 3

Discover



**We see, we feel,
we change.**

– John Kotter

Thinking about what you set out to accomplish this coming year, and reviewing where you spent your time and energy, you may identify specific areas or situations that more consistently led to your accomplishments.

Invitation: Take a few minutes to think about, write, and/or share with someone the activities or situations in which you were fully engaged, energized, and lost track of time. (Where were you? What were you doing? What made them so enjoyable? What impact did they have? Who was with you? How could you do these activities more often?)

STEP 4

Let Go



We spend a lot of time teaching leaders what to do. We don't spend enough time teaching leaders what to stop. Half the leaders I have met don't need to learn what to do. They need to learn what to stop.

– Marshall Goldsmith

There may be things that happened over the past year that you wish you had done differently, but the best way to have a successful new year is to leave the past behind you and move forward. Take some time to identify these things and outline what you need to move past them. Do you need to take some action or communicate with someone to feel a sense of resolution or move on? Is it something you just need to forgive yourself or others for? Are there habits or behaviors you've picked up along the way that are no longer serving you well?

By allowing yourself to move on with a clean slate, you can remove a major obstacle that can hold you back from achieving success.

Invitation: Take a few minutes to think, feel, write about, and/or share with someone something you'd like to let go of in the new year. (What needs resolution? What do you want to do less of?)

STEP 5

Envision

Now that we've recapped last year, let's look forward to the new year. It's your world, and you get to create the year you want to live in 2026 intentionally! Let's build the foundation for the upcoming year.

Invitation: Let's start by listing your top 5 values (these are your guiding principles, which provide purpose in life).

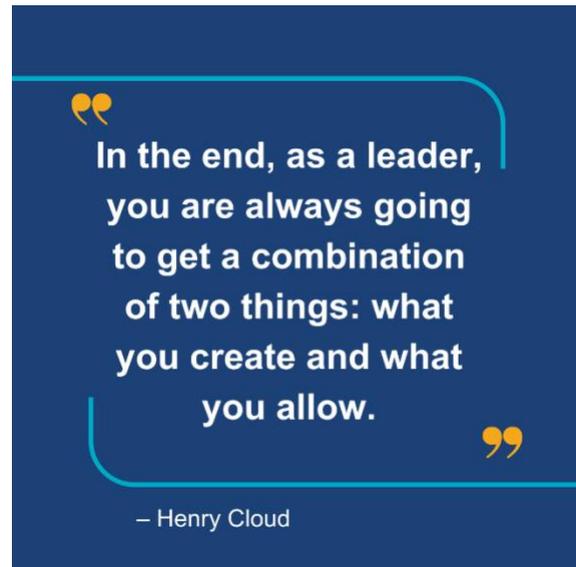
- 1.
- 2.
- 3.
- 4.
- 5.

Invitation: Imagine what a fulfilling new year looks like for you. Based upon what you have recently discovered, what do you want to do more of or sustain in the coming year? List those items below.

In the new year, I want to do more of the following:

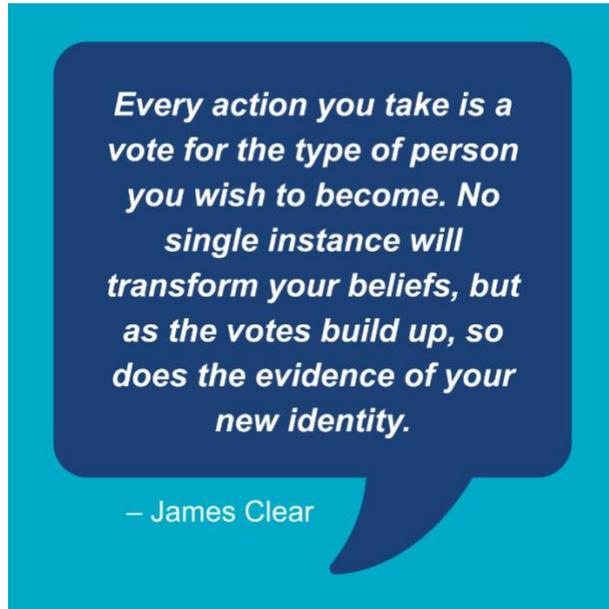
In the new year, I want to continue to do the following:

What advice would your future self give to you now about what is most important in life and leadership?



STEP 6

Design & Install



Now, create a list of everything you want to achieve in 2026, personally and professionally:

Review the list you created above and draw a line through any that do not align with your values or that don't truly excite you because they are goals that others have for you, or goals that you simply think you *should* have on the list.

Look at each remaining item on the list and rate them on a scale of 1 to 3 for how motivated you are to achieve them, with 1 being not motivated at all and 3 being highly motivated.

Cross out any of the goals rated one or two. Choose the three most important goals and put them on the list below. You may have more than three on your list, but by choosing three, you will have the focus needed to be successful. If you look at the list and think, "these will be done by March," you may need to rethink your goals to be more ambitious.

2026 Goals:

- 1.
- 2.
- 3.

What support will you need to hold yourself accountable to these goals?

STEP 7

Explore & Play

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HAPPINESS

is not a destination. It's a direction.

– Arthur Brooks

Set aside a few minutes each month to review this guide and check whether you are on track or need to make adjustments to stay on target. Then, come December, be sure to look back at all you've accomplished!

Your experiences, thoughts, feelings, and beliefs are gifts. Take time to view, explore, and play with them to learn about yourself and apply these insights. They will provide you with pleasure, discomfort, connection, and insight into what is important to you, and about how you choose to live and lead. By staying open and curious, you will leave yourself room to learn and grow in your leadership.

ABOUT

NuBrick Partners

At NuBrick Partners, our mission is to transform the lives of leaders and their impact on the world. Clients appreciate our ability to add value to their vision and tangible tools for their talent as they develop, retain, and deploy their leadership teams.

Talent needs are not episodic or transactional. Our integrated, systemic approach to executive talent focuses on individual leadership development and team performance. NuBrick Partners' expertise builds cohesive teams and high-performing enterprise leaders, resulting in accelerated performance for your organization.

Accelerating Team Performance

The high-performance team is the last and best competitive advantage that organizations have. When the team lacks trust or alignment, exhibits sporadic transparency, or engages in inefficient debate or dialogue, performance suffers. NuBrick Partners equips teams with language, tools, and models, along with straightforward counsel and proven expertise to align team performance with organizational goals and strategies. [Learn more.](#)

Executive Development

Once considered a luxury, executive development is now widely recognized as a game-changing investment that accelerates the effectiveness and impact of an organization's top performers. Through our proven blend of assessment, coaching, consulting, and feedback opportunities, our clients report much-improved results in leadership effectiveness. [Learn more.](#)

New Leader Installation

When onboarding new leaders to your organization, it can take months for them to acclimate. Our new leader installation process uses a data-driven approach combined with expert facilitation skills to effectively integrate leaders within the teams they lead, strengthen relationships, and align on key objectives. [Learn more.](#)

Succession Management

Succession planning is a dynamic, evolving talent approach that considers the potential of active employees and the current and future talent gaps that may need to be filled externally to fulfill an organization's strategic plan. In addition, the cost of replacing an executive is roughly four times their salary. Having a succession plan yields tremendous payoff in employee engagement, innovation, cultural affinity, and customer loyalty. [Learn more.](#)

Physician Leadership

Development Physicians are often appointed to leadership roles based on their clinical expertise, productivity, and/or influence. They are expected to quickly transition into leading other physicians while establishing collaborative relationships with non-clinical leaders across the enterprise. Investing in thoughtfully and intentionally assessing and developing physician leaders will be seen as a critical measure and potential game-changer to increase physician engagement and leadership effectiveness, while adding bench strength and stability during times of continuous change and growth. [Learn more.](#)

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ABOUT THE COMPANIES OF MPI

One organization with two distinct areas of expertise, Management Partners, Inc. (MPI) provides contemporary, expertly balanced solutions for all aspects of executive talent management:

- Executive Search – Attract, Evaluate, and Retain
- Succession Planning and Management
- Senior Leadership Development
- New Leader Installation
- Accelerated Team Performance
- CEO and Board Services

NuBrick Partners – Leadership & Team Development



NuBrick Partners is a leadership and team development firm comprised of highly trained organizational psychologists and development experts who provide an integrated, systemic approach to talent management focused on accelerated performance and results. Organizations across multiple industries partner with us on board and executive leadership team development, succession planning, assessment, executive coaching, and new leader installation, as well as individual physician leadership and cohort development within the healthcare industry. Visit NuBrickPartners.com to learn more.

Furst Group – Healthcare Executive Search & Leadership Solutions



Furst Group is a premier executive search and leadership solutions firm serving the healthcare and life science industry. With more than 40 years of experience, leaders and organizations from across the healthcare ecosystem – payer, provider, medical device and other life science companies, academic medical centers, medical groups, associations, and more – rely on our expertise for identifying and evaluating talent, leadership, and culture as they build and align their teams to execute strategy and achieve sustained success. Furst Group is ranked among the Top 10 Healthcare Executive Search Firms by *Modern Healthcare* and one of America's Best Executive Recruiting Firms by *Forbes*. Visit FurstGroup.com to learn more.

MPI BY THE NUMBERS

4k

Engagements



40+

Years of Experience



50+

Team Members