

PHYSICIAN

Leadership Development



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Physician **LEADERSHIP DEVELOPMENT**

The new and continually evolving landscape of healthcare has resulted in an unprecedented need for physicians to view themselves as “leaders” beyond the exam or operating room and inform, establish, and execute the vision of their healthcare organization. Yet few physicians were trained in the fundamentals of professional leadership during their medical training.

During the course of our work with physician executives, most of whom are focused on administrative leadership activities, we’ve collected and measured data related to the foundational personality drivers of hundreds of physicians. Our methods use three science-based assessments that have been independently audited, validated, and refined over 40 years of talent development applications in myriad industries.

These three assessments measure a leader’s baseline propensities and characteristics, their key strengths, motivators, and values, and any tendencies that can derail their performance, leadership, and relationships. These metrics enable organizations to leverage this predictive data to create robust development and succession plans for their leaders, thereby increasing their effectiveness assessments at all levels by identifying and accelerating one of the central tenets of leadership, emotional intelligence.



Why Develop PHYSICIANS

The challenges and opportunities within healthcare, and for physicians in particular, have never been as great as they are today. The complexity of care has dramatically increased over the last four decades through advances in technology, payment model, regulatory changes, and increased digitization of healthcare information. In addition, the need to rapidly research and implement improved solutions to ailments as well as deliver excellent patient care – all while containing costs – are demands that show no signs of dissipating.

This confluence of issues produces constantly high stress levels that deplete internal resources and leave physicians feeling fatigued. A shift occurred pre-pandemic that had largely dissolved the physician community, reducing fulfillment and increasing burnout. Add to that the dynamic and volatile nature of our current environment, and there has never been a more important time to focus on the leadership development of your most critical asset – physician leaders.

Accelerating HEALTHCARE

Developing and supporting physician leaders and their environments not only impacts the individual but also correlates to overall organizational health and success for a number of reasons, paramount being almost all care delivery in a healthcare organization flows through the physician.

- Physicians are viewed as “de facto” leaders in almost all clinical settings
- Physicians are the most highly compensated group in healthcare organizations, which makes it essential to have the daily work of these individuals aligned with the organization’s objectives
- Despite their relatively small number, physicians have a disproportionate impact on the healthcare delivery, and, therefore, have a disproportionate opportunity and responsibility to lead change



How We Develop PHYSICIAN LEADERS

The NuBrick Partners’ approach to accelerating physician leadership stands on a foundation of understanding and appreciation for what makes physicians successful as clinicians as well as a belief that physicians have the raw materials for great leadership – intelligence, drive, and a sense of shared purpose to provide exceptional care and compassion to patients. In tandem with our systemic methodology, this deep understanding of how physicians develop differently from other executives in healthcare organizations provides solutions specifically tailored to this unique community.

While sitting through lectures is a traditional path for learning, our proven approach creates live learning experiences, offers real-time relevant topics for managing and leading, and provides experiential simulations as well as coaching to enable the practice and demonstration of vital leadership behaviors. The rigor of NuBrick’s



physician leadership development solution is centered on accountability and measurement. Our process does not simply inform, it creates leaders.

Physicians leave this experience appreciating the impact, relevance of leading, and the science driving their leadership success. Our goal is to inculcate a combination of courage, curiosity, humility, and vision that allows physician leaders to guide their colleagues past traditional organizational routines and collectively learn their way to new solutions.

Key areas of focus for development may include:

- Self-awareness and EQ (emotional intelligence)
- Developing others
- Building high performance teams
- Leading through change
- Organizational awareness and alignment
- Driving the business and bringing value to the organization
- Leading, influencing, and collaborating with other clinicians
- Defining one's leadership style and brand

Outcomes from this approach to physician leadership involve leaning into the inherent strengths of the individual physicians, helping them to see their potential blind spots, and equipping them to successfully lead people, service lines, and/or entire organizations.

CLIENT PARTNERS



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ABOUT MPI

Three interconnected companies comprise Management Partners, Inc (MPI). Together, our organizations provide solutions and support for all aspects of executive talent management including executive search, senior leadership development, and executive team performance. With a combined team of nearly 70 employees, we have conducted more than 4,000 engagements.

THE COMPANIES



NuBrick Partners – Leadership Development & Talent Management

NuBrick Partners is a leadership development firm with a team comprised of highly trained psychologists and organizational development experts who provide an integrated, systemic approach to talent management. Their support encompasses the board and C-Suite in senior leadership team development, succession planning, executive selection assessment, and new leader installation across all industries as well as executive physician leadership within the healthcare industry. Visit NuBrickPartners.com to learn more.



Furst Group – Retained Executive Search - Healthcare

Furst Group is a premier executive search firm that focuses in healthcare and life sciences. With more than 40 years of experience, we partner with leaders and organizations from all facets of healthcare—payor, provider, medical device and other life science companies, academic medical centers, medical groups, associations, and more. Our experience in evaluating talent, leadership, and culture helps companies align their organizations to execute their strategic initiatives. Furst Group continues to be ranked among the Top 10 Healthcare Executive Search Firms by *Modern Healthcare* and ranked on *Forbes* list of Best Executive Recruiting Firms. Visit FurstGroup.com to learn more.



Salveson Stetson Group – Retained Executive Search

Salveson Stetson Group (SSG) brings more than 25 years of retained executive search experience in a multitude of industries. SSG has an outstanding track record of recruiting strong leaders with a special focus on human resources, finance, non-profit, pharmaceutical, and biotechnology. Ranked by *Forbes* as a Best Executive Recruiting Firm, SSG has conducted searches for organizations that range from privately held and not-for-profit to publicly traded and venture-backed startups in all industries. Visit SSGsearch.com to learn more.

BY THE NUMBERS

70%

Client Retention Rate

65+

Team Members



4k

Engagements



40+

Years of Experience



11

Support Locations

