

# PHYSICIAN LEADERSHIP

## Development



# Physician **LEADERSHIP DEVELOPMENT**

The evolving healthcare landscape has created an unprecedented need for physicians to embrace their role as leaders, extending beyond medical practice to shape the vision of healthcare organizations. Yet, few physicians are trained in the fundamentals of professional leadership during their medical training.

Through our work with physician executives, we have compiled and analyzed data on the foundational personality drivers of hundreds of physicians. Our approach utilizes three science-based assessments that have been rigorously audited, validated, and refined over 40 years in various industries. These assessments gauge a leader's baseline traits, strengths, motivators, values, potential performance, and relationship obstacles.

Leveraging this predictive data enables organizations to devise robust development and succession plans, enhancing leadership effectiveness at all levels by identifying and accelerating one of the central tenets of leadership, emotional intelligence.



# The Importance of **DEVELOPING PHYSICIANS**

The complexities and challenges within healthcare, coupled with the demanding nature of delivering exceptional patient care while managing costs and integrating technological advancements, have given rise to constant high stress levels among physicians. This strain has led to reduced fulfillment and increased burnout, necessitating a sharper focus on the leadership development of physician leaders, the most critical asset in healthcare organizations.

The development and support of physician leaders not only benefit the individuals but also significantly impact overall organizational health and success, as almost all care delivery flows through physicians. Given their predominant role in clinical settings and their substantial influence on healthcare delivery, physician leaders are essential in leading change within organizations.

## Our Approach to **DEVELOPING PHYSICIAN LEADERS**

At NuBrick Partners, we are committed to understanding what makes physicians successful as clinicians and believe that they possess the essential attributes for great leadership. Our approach goes beyond traditional lectures, creating live learning experiences, offering real-time relevant topics, experiential simulations, and coaching to practice vital leadership behaviors.

The rigor of our physician leadership development solution is centered on accountability and measurement, aiming not only to inform but also to create leaders. Our goal is to equip physician



leaders with the language, skills, and tools to enhance their effectiveness in leading themselves, others, and their organization.

Key areas of focus for development include:

- Developing others
- Leading through change
- Building high-performance teams
- Effectively giving and receiving feedback
- Self-awareness and EQ (emotional intelligence)
- Driving the business and bringing value to the organization
- Leading, influencing, and collaborating with other colleagues
- Creating a safe and inclusive environment for others to flourish

Outcomes from this approach involve enhancing the inherent strengths of individual physicians, addressing their potential blind spots, and walking alongside them to realize their full potential.

# Physician Leadership DEVELOPMENT COHORT

Our Physician Leadership Development Cohort programs are designed to elevate the leadership capabilities of your current and aspiring physician leaders. The program is meticulously crafted with your organization's goals in mind to accelerate and strengthen leadership effectiveness, equipping participants with the skills and insights necessary to excel in today's complex healthcare landscape.

Key outcomes and benefits include:

- **Leadership Effectiveness:** Develop a personalized set of leadership skills, including effective communication, strategic thinking, and emotional intelligence, tailored to the unique challenges faced by physician leaders.
- **Personalized Coaching:** Receive individualized coaching and feedback to identify and address areas for growth, maximizing your physician's leadership impact and potential.
- **Interactive Workshops:** Engage in dynamic workshops that provide practical tools and strategies to enhance your leadership abilities—enabling you to lead confidently in evolving healthcare environments. (Additional details below.)
- **Peer Learning:** Collaborate with a diverse group of physician leaders, sharing experiences and insights to broaden your perspective and refine your leadership approach.
- **Measurable Progress:** Create a customized leadership development plan with clear, measurable goals to track your progress and ensure tangible results.

## Interactive COHORT EXPERIENCES

The program includes a series of interactive workshops designed to actively learn and practice key concepts to enhance their leadership effectiveness within the context of organizational growth strategies. These workshops cover a range of leadership endeavors, including:

### Leading Self

- Emotional Intelligence
- Above/Below the Line training
- Drama Triangle

### Leading Others

- Active Listening
- Demonstrating empathy
- Situational leadership
- Giving and receiving feedback

## Leading the Department

- Building Teams
- Developing Talent
- Conflict Management
- Political Navigation

## Leading Change

- Establish Case for Change
- Building Guiding Coalition
- Implement Change Practices
- Communication Best Practices

These interactive cohort experiences are developed collaboratively with program leaders and are informed by insights from the cohort, ensuring relevance and applicability to real-world leadership challenges.

## CLIENT PARTNERS



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

- Executive Search
- Senior Leadership Development
- Executive Team Performance
- Succession Planning and Management
- New Leader Installation
- CEO and Board Services



## **NuBrick Partners – Leadership Development & Talent Management**

NuBrick Partners is a leadership development firm 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](http://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—payer, 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.

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## **BY THE NUMBERS**

94

Client Net Promoter Score

50+

Team Members



4k

Engagements



40+

Years of Experience



97

Candidate Net Promoter Score

