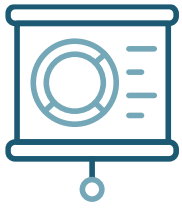




# FUTURE PROOFING THE HEALTHCARE C-SUITE: DEVELOPING THE NEXT GENERATION OF PHYSICIAN LEADERS

**JACKSON**  
Physician Search®



## PRESENTED BY



### **Tom Rossi**

**VP of Executive Search, Jackson Physician Search**

- 30+ years in healthcare recruitment, including 20+ years as National VP of Physician Recruitment at HCA Healthcare
- Sought-after speaker on service line development, medical staff planning, and healthcare strategy
- Devoted family man, proud parent of three children, and active community leader and volunteer



### **Chris Corde**

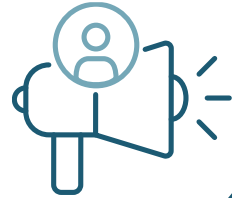
**VP of Executive Business Development, Jackson Physician Search**

- 20+ years in physician recruitment, 17 years at HCA, rising to VP of Provider Recruitment and leading post-merger integration
- Led diverse healthcare recruitment and consulting projects at Korn Ferry
- Florida-based; enjoys outdoor and water activities with his wife and three children

# LEARNING OBJECTIVES



Describe the shifting career pathways and pivotal experiences that lead physicians from clinical practice to leadership roles and how to measure the return on investment of leadership development.



Design a framework for identifying and developing physician leaders.



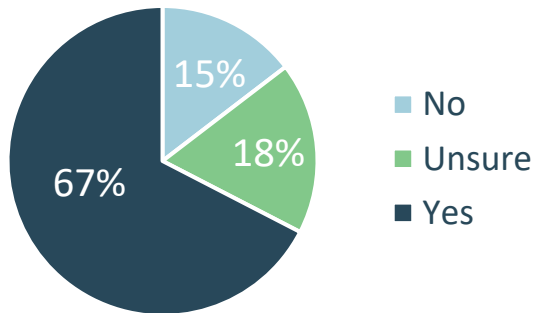
Demonstrate how to leverage senior-level physician leaders as a resource and strategic business partner.



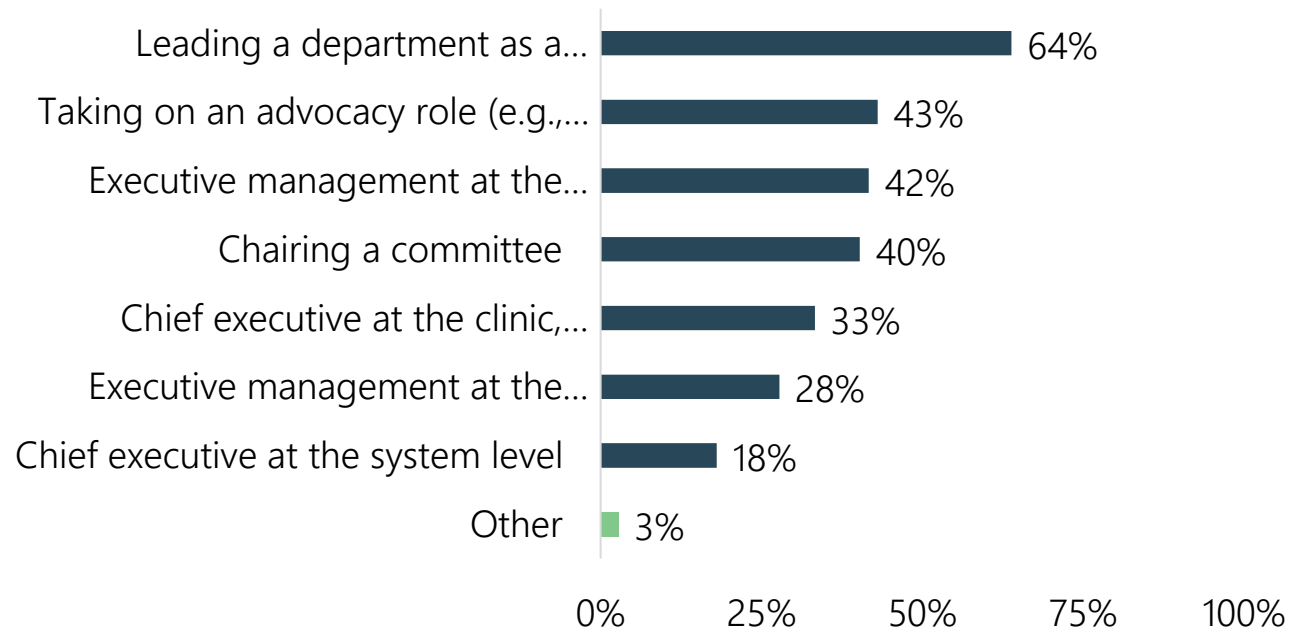
# **UNDERSTANDING PHYSICIAN INTEREST IN LEADERSHIP ROLES AND ORGANIZATIONAL REQUIREMENTS**

# PHYSICIAN INTEREST IN LEADERSHIP ROLES

## ARE PHYSICIANS INTERESTED IN LEADERSHIP ROLES?



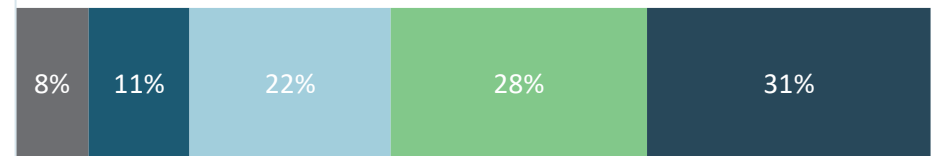
## WHAT TYPES OF LEADERSHIP ROLES DO PHYSICIANS SEE THEMSELVES IN?



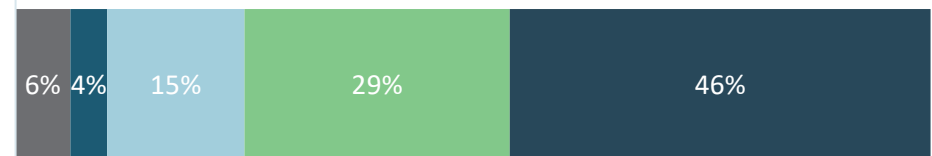
# IS IT A PRIORITY IN YOUR ORGANIZATION TO PLACE PHYSICIANS IN LEADERSHIP ROLES?

■ Strongly disagree ■ Somewhat disagree ■ Neither agree nor disagree ■ Somewhat agree ■ Strongly agree

Place physicians in executive-level roles (e.g. CEO, CMO)

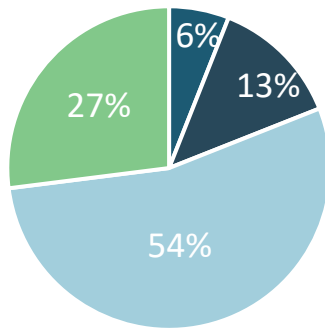


Place physicians in clinical leadership roles (e.g. department chair, head of a clinical unit)



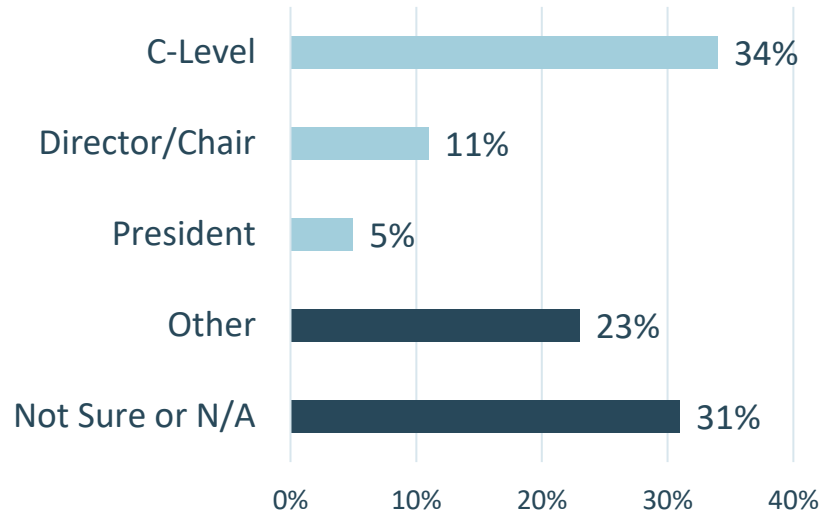
# PHYSICIAN INTEREST IN LEADERSHIP ROLES

ARE PHYSICIANS REQUIRED TO OBTAIN ADDITIONAL ADVANCED DEGREES OR CERTIFICATIONS FOR LEADERSHIP ROLES?



■ Yes ■ Unsure ■ No ■ It Depends on the Position

WHICH LEADERSHIP POSITIONS REQUIRE ADDITIONAL ADVANCED DEGREES OR CERTIFICATIONS?



# DEGREE OF CERTIFICATION NEEDED TO QUALIFY FOR LEADERSHIP



- **Master of Business Administration (MBA) – 86%**
- **Master of Health Administration (MHA) – 73%**
- **Master of Public Health (MPH) – 50%**
- **Master in Health Informatics (MHI) – 30%**
- **Master of Medical Management (MMM) – 26%**
- **Juris Doctorate (JD) – 23%**
- **Master of Science in Healthcare Quality and Safety (MS-HQSM) - 21%**
- **Master of Science in Management (MS in Management) – 20%**

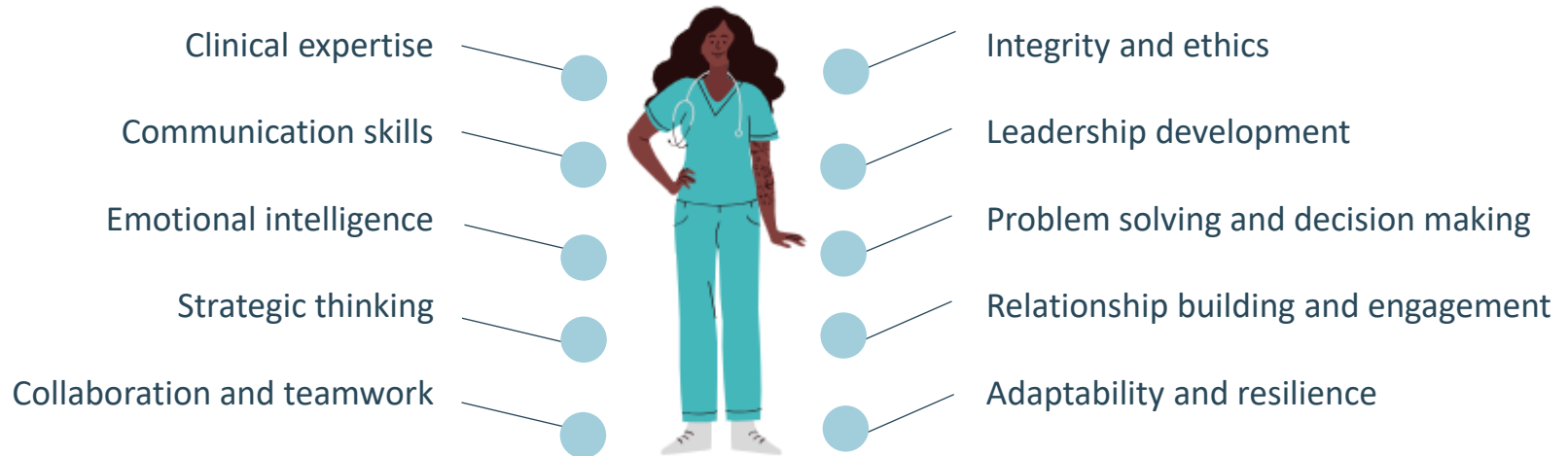


- **Certified Physician Executive (CPE) – 32%**
- **Fellow in the American College of Healthcare Executives (FACHE) – 30%**
- **Fellow in the American College of Medical Practice Executives (FACMPE) – 26%**
- **Certified Medical Practice Executive (CMPE) - 26%**

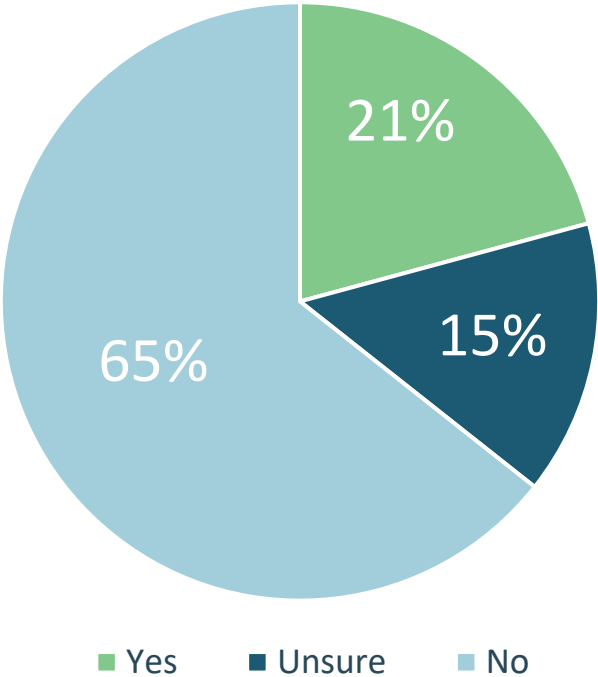


# **DESIGNING A FRAMEWORK FOR DEVELOPING PHYSICIAN LEADERS**

# COMPETENCIES OF A GREAT PHYSICIAN LEADER



# IS THERE A FORMAL LEADERSHIP TRAINING PROGRAM FOR PHYSICIANS IN YOUR ORGANIZATION?



# IS AN IN-HOUSE PHYSICIAN LEADERSHIP TRAINING/DEVELOPMENT PROGRAM RIGHT FOR YOUR HOSPITAL?



1. Assess your medical group's leadership goals.
2. Evaluate current physicians.
3. Is there capacity to dedicate the necessary resources to develop a high-quality leadership development program?
4. Measure the program's success.

# THE MOST COMMON FEATURES OF LEADERSHIP DEVELOPMENT PROGRAMS

76%

## Executive Coaching

Personalized guidance in a confidential setting

63%

## Physician Leader Mentoring

Insights and support from seasoned leaders

63%

## Individual Assessments

Identify strengths and areas for improvement

54%

## Workshops & Simulations

Hands-on practice of leadership scenarios

54%

## Group Learning

Fosters peer collaboration and shared learning

51%

## Online Learning Modules

Flexible, accessible training for ongoing development

44%

## 360° Feedback

Comprehensive feedback to improve performance

42%

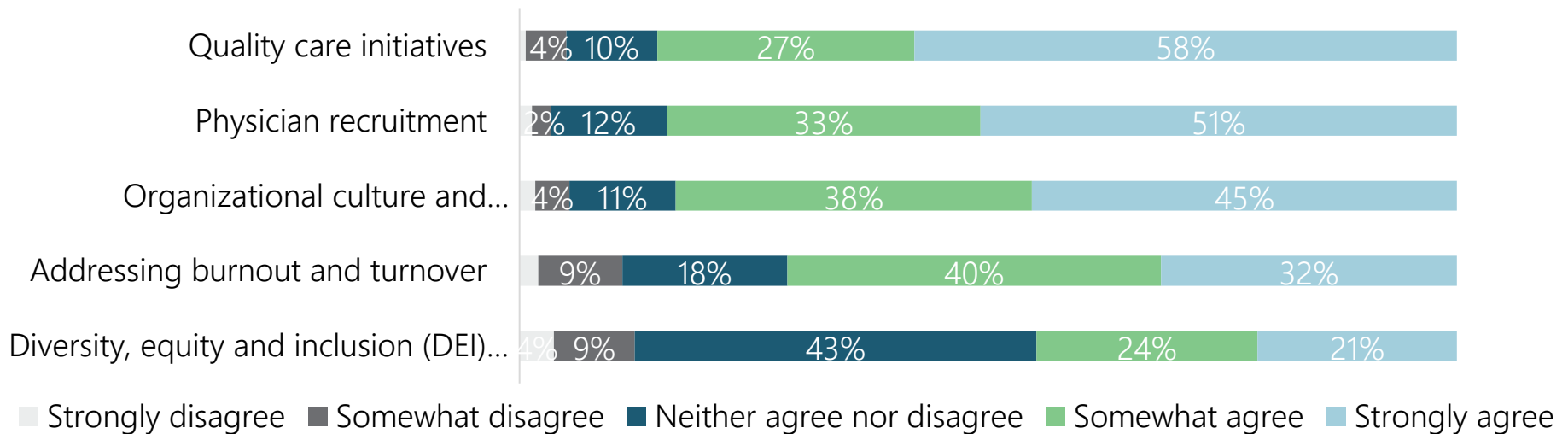
## Offsite Events

Leadership training in a distraction-free setting

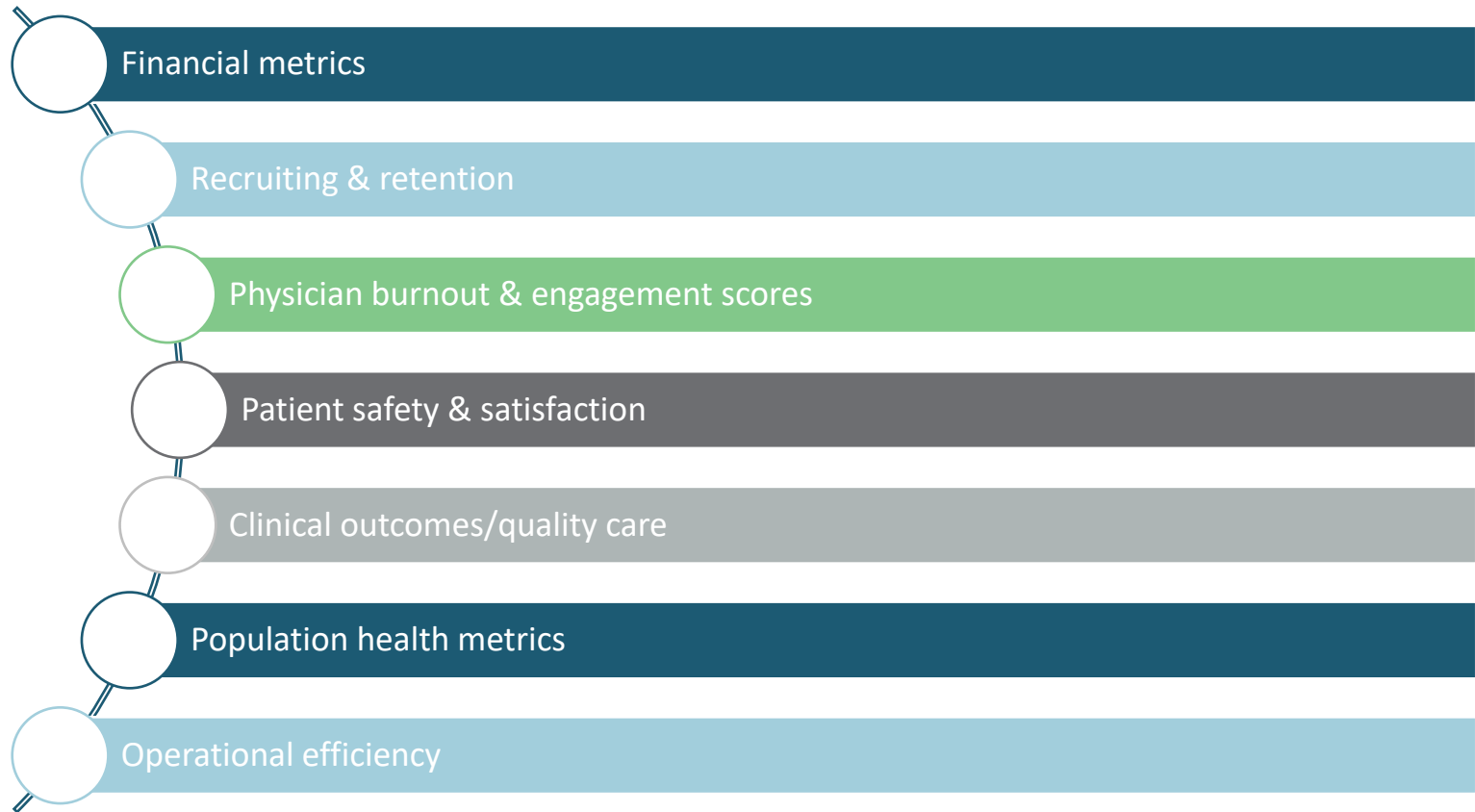


# **EVALUATING THE ROI OF PHYSICIAN LEADERSHIP**

# HAVING PHYSICIAN LEADERSHIP IN EXECUTIVE ROLES HAS A POSITIVE IMPACT ON...



# MEASURING THE ROI OF PHYSICIAN LEADERSHIP

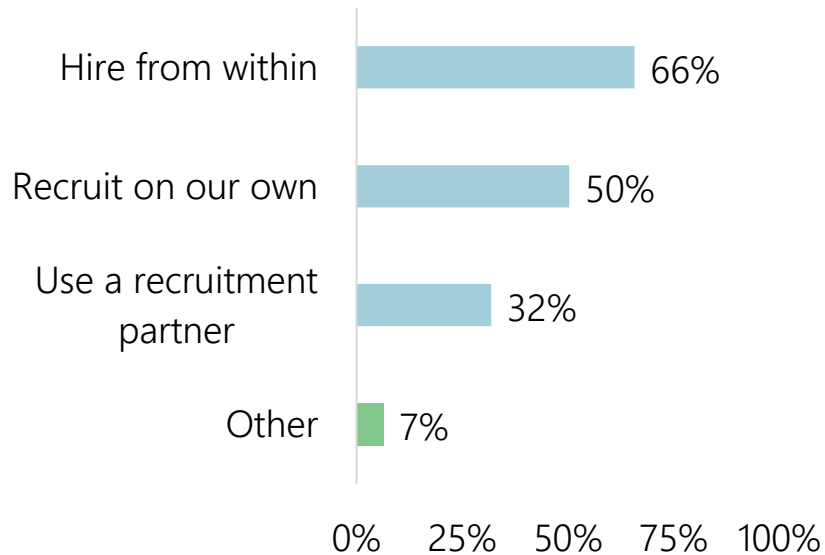




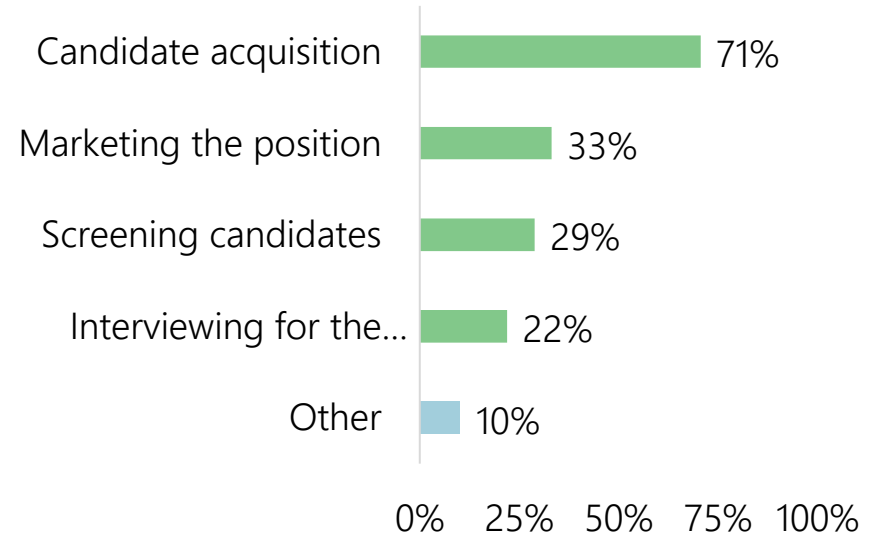
# **IDENTIFYING AND RECRUITING PHYSICIAN LEADERS**

# RECRUITING PHYSICIAN LEADERS

## METHOD(S) USED TO RECRUIT PHYSICIAN LEADERS



## CHALLENGES FACED WHEN RECRUITING PHYSICIAN LEADERS





# QUESTIONS?



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Vice President of Executive Search  
Jackson Physician Search



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Vice President of Executive Business Development  
Jackson Physician Search



**THANK YOU!**