



Applied Physician Leadership Academy[®]

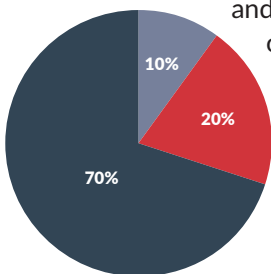
Developing physician leaders who inspire change and improve health system performance



Healthcare delivery today requires a fundamentally different approach – and a new breed of physician leaders who can inspire change and deliver results. The Applied Physician Leadership Academy[®] (APLA[™]) responds to the pressing needs of health systems, group practices, and hospitals, and rapidly develops physicians as change agents.

Experiential Approach

Our unique experiential learning approach engages participants to develop their leadership skills through on-the-job facilitated project work, individual assessment and coaching, and classroom training. When applied in tandem, these three learning modalities enable personal growth and development along with improving organizational performance through a focus on the most pressing strategic priorities.



- On-the-job facilitated project work
- Individual assessment and coaching
- Classroom training

Physician Leadership Success Model

APLA develops physician leaders in four proven transformative areas based on our trademarked leadership model:

<p>LEADING SELF</p> <ul style="list-style-type: none"> ● Self Awareness ● Self Management ● Self Development 	<p>LEADING OTHERS</p> <ul style="list-style-type: none"> ● Building Effective Teams ● Communicating ● Inspiring
<p>LEADING CHANGE</p> <ul style="list-style-type: none"> ● Change Management ● Resiliency + Courage ● Authenticity 	<p>LEADING for RESULTS</p> <ul style="list-style-type: none"> ● Systems Thinking ● Business Acumen ● Decisiveness

We work with **physician leaders**, **nurse leaders**, and **administrative leaders** in dyad and triad partnerships who are motivated to grow and learn, have a passion for and are committed to the organization, and are characterized as resilient, tenacious, and energetic.

The Applied Physician Leadership Academy® (APLA)

Why Choose APLA?

- **Proven Method, Rapid Change:** APLA's experiential learning approach allows participants to apply their new skills immediately on the job. As a highly coordinated learning program, APLA weaves together multiple learning approaches for each leadership cluster resulting in the rapid development of new skills and behaviors.
- **High Impact, Delivered On-Site:** APLA's dedicated faculty comes to your location on a scheduled cycle to enable ease of learning and a community for continued development, while maintaining physician productivity.
- **Return on Investment:** APLA can lead to significant improvements in patient/physician/staff engagement, quality outcomes, financial strength, internal promotions, and reduced turnover.
- **Learn from National Experts:** We draw upon our dedicated faculty of national industry experts in physician leadership development, organizational development, healthcare trends, academia and research to engage and motivate.
- **Results-Oriented Coaching:** Participants are matched to our dedicated cadre of accomplished healthcare advisors and physician executive leadership coaches to accelerate personal development.
- **Drives Tangible Results:** Working either independently or in cross-functional teams, participants improve their leadership skills while driving tangible organization-wide results in structured experiential learning.
- **Sustained Results, Coordinated Networking:** Active participation and learning with and from other participants is one of the most important aspects of the program, creating a strong support system and a network of colleagues and friends that are sustained over time.



TLD Group's experience and structure in developing physician leadership academies resulted in an improved patient experience. In fact, our overall Press Ganey physician ratings increased from the 30th to the 86th percentile. In reflection, the group work and team projects were brilliant in that they embedded the leadership skills into small groups which helped move the culture of the organization much faster than "just attending class."

Duane Buringrud, MD
Chief Physician Leadership Officer
Palomar Health

APLA mobilized physician leaders to have a more system-wide view, while working to solve high priority issues and obtaining input and buy-in from key stakeholders. The program has set the stage for stronger administration/physician leader collaboration going forward.

David Shulkin, MD
Under Secretary of Health
United States Department of Veterans Affairs
Former President Morristown Medical Center
and VP, Atlantic Health System

About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speakers bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

For more information contact:

Tracy Duberman, PhD, President & CEO
The Leadership Development Group
973.722.4480
tduberman@tldgroupinc.com
www.tldgroupinc.com