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THE LEADERSHIP DEVELOPMENT GROUP PRESENTS AT THE 6TH ANNUAL HARVARD COACHING IN LEADERSHIP & HEALTHCARE CONFERENCE

Poster Session Focused on Successful Application of Lombardo and Eichinger's Adult Learning Model to Develop Physician Leaders

BOSTON, MA, OCTOBER 8, 2013 - Tracy Duberman, Ph.D., CEO and President and Lisa Bloom, MBA, MPH, Senior Vice President of The Leadership Development Group, Inc. ([TLD Group](#)) recently presented a poster on *Successful Application of Lombardo and Eichinger's Adult Learning Model to Develop Physician Leaders* at **The 6th Annual Harvard Coaching in Leadership & Healthcare Conference in Boston.**

"We were thrilled to present our research on the application of the 70/20/10 rule for physician leadership development where we concluded that by applying this methodology, physician leaders were able to develop key leadership competencies while working toward tangible business results," said Tracy Duberman. "Our multi-faceted approach helps physician leaders develop critical leadership skills and competencies, demonstrate progress in cultural change, and establish a foundation for future growth and development."

The poster presentation focused on the success of TLD Group's Applied Physician Leadership Academy©, a physician leadership development program designed to increase the opportunity for on-the-job development techniques. The program is modeled after research done by Michael M. Lombardo and Robert W. Eichinger for the Center for Creative Leadership. The research has been tested and verified to be a best practice learning method in corporate America. TLD Group tested the application of the 70/20/10 rule to physician leadership development by designing and piloting a customized, multi-faceted physician leadership development program including the following components:

70% Experiential Component:

Action Learning Projects: Physician leader participants were required to draw upon their leadership skills while driving toward tangible results through an action learning team process.

20% Informal Learning, Feedback, and Support:

Coaching and Mentoring: Each physician leader received feedback on their leadership competence, emotional intelligence and demonstrated effectiveness. Coaching was provided to the physician leaders to enhance leadership performance.

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10% Formal Learning:

In-Classroom/Didactic Training: Driven by the system's unique needs, the participants were exposed to group learning through customized case analyses, small group learning exercises, interactive lectures and discussions, and application-based readings delivered in a workshop setting by physician faculty and academics. In some cases, the learning exercises were co-led by system senior executives.

After testing the program over a period of twelve months with a national healthcare system in the metro New York area, survey results indicated significant leadership impact and growth for the program participants. APLA© allowed the physician leaders to develop their skills, increase performance, and formulate solutions to the system's needs.

The 6th Annual Harvard Coaching in Leadership & Healthcare Conference, held in Boston, MA September 27-28, offered by the Institute of Coaching, McLean Hospital, and Harvard Medical School serves leaders, physicians, healthcare providers, executive coaches, life coaches and coaches in health and wellness. The conference explores the latest theories and research while translating these into the art and practice of coaching.

ABOUT THE LEADERSHIP DEVELOPMENT GROUP

The Leadership Development Group, Inc, (TLD Group) is a global executive assessment, leadership coaching and group development firm dedicated to enhancing executive and organizational effectiveness in multiple industry groups, with a clear focus on the healthcare industry. TLD Group partners with those who deliver insights and services that enable physician leaders and senior executives to lead more effectively. For more information on TLD Group, visit www.tldgroupinc.com.

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