

## PROGRAM DATES

February 22-23rd or

March 8-9th

*(In-Person Sessions)*

8a-5:30p | 8a-4:15p

*Leadership & Change |*

*Understanding Leadership Styles |*

*Inspiring, Motivating,*

*& Mobilizing Others |*

*Difficult Conversations,*

*Development & Coaching |*

*The Leadership Pipeline*

.....

**March 20th** *(Online)* | 6p-8p

*Moving Toward Health Equity & an*

*Anti-Racist Workplace*

.....

**April 3rd** *(Online)* | 6p-8p

*Negotiation*

.....

**April 17th** *(Online)* | 6p-8p

*Teamwork, Teambuilding,*

*& Team Dysfunctions*

.....

**May 1st** *(Online)* | 6p-8p

*Leading and Managing Projects*



## THE PHYSICIAN LEADERSHIP PROGRAM

Today's dynamic health care environment requires physicians to be effective leaders to ensure organizational and individual success. The Physician Leadership

Program addresses the fact that physicians are, and should be, placed in roles with organizational responsibility, but have limited formal opportunities to learn the concepts, skills, and tools of leadership.

### APPLY NOW



**\$1,600**  
**PARTICIPATION**  
**FEE**

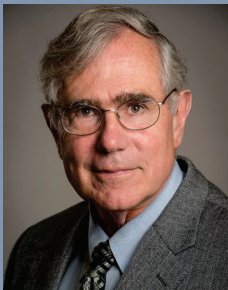


## COURSE DIRECTORS



**Edmon Soliman, MD**

Dr. Edmon Soliman is an internist practicing in the Walnut Creek area of Northern California with The Permanente Medical Group for 25 years. Dr. Soliman is the Director of Physician Career Development for the Diablo Area. He is an alumnus of the ACCMA Physician Leadership Program 2021-2022 where his interest and experience in physician leadership development brings him to join Dr. Hilary Worthen, as Course Co-Director.



**Hilary Worthen, MD**

Dr. Worthen is an internist with 38 years of primary care practice who has served in many leadership roles, including CMIO, at the Cambridge Health Alliance, a public academic health care system affiliated with Harvard and Tufts medical schools. Dr. Worthen has served as course director for the past 7 iterations of the Physician Leadership Program, including the first 2 years at the UC Berkeley's campus. He will continue to join Dr. Edmon Soliman as Course Co-Director.

## IN-PERSON SESSIONS

### PRINCIPLES OF LEADERSHIP AND LEADING CHANGE

*SATURDAY | 8:30a - 11:30a* . . . . .

Why Leadership, and Why Not Clinicians? This first session will begin with an engaging introduction to key concepts, tools, and skills used by effective leaders. Common models of leadership, its importance to organizations, ways that clinical skills can inform leadership, and the interdependency of leadership and followership will be presented.

### UNDERSTANDING STYLES AND PREFERENCES

. . . . . *SATURDAY | 12:30p - 4:30p*

We will focus on how self-understanding makes us more effective leaders. The use of tools, such as the Meyers-Briggs Type Indicator®, to discover our style preferences and those of others will be demonstrated, as well as strategies on how to collaborate around those preferences.

### INSPIRING, MOTIVATING, AND MOBILIZING OTHERS

*SUNDAY | 8:30a - 11:30a* . . . . .

How can physicians tap into the energy of deeply held values? Having tools for balancing competing values and aims in complex situations can enlist the team's best efforts toward shared organizational purpose. This session will also provide an introduction to the structure and functions (and dysfunctions) of teams.

# THE PHYSICIAN LEADERSHIP PROGRAM

## COURSE FACULTY



**Patrick Kerwin, MBA**

Patrick Kerwin is principal of Kerwin & Associates in San Diego, California. An MBTI® Master Practitioner with over 25 years experience using the MBTI assessment, Patrick specializes in applying MBTI type to the development of leaders and teams and in finding practical ways to put MBTI type to use at work.



**Michelle Guy, MD**

Dr. Guy is a Clinical Professor of Medicine at UCSF, where she also serves as Director of Diversity for Graduate Medical Education. She works with trainees, faculty, and staff to increase diversity and inclusion for all training programs at UCSF. As the Dean's Diversity Leader for Differences Matter, she leads the group on faculty diversity and the Diversity, Equity, and Inclusion Champion training that has trained over 1,600 UCSF faculty and staff.

## IN-PERSON SESSIONS

### DIFFICULT CONVERSATION, DEVELOPMENT, & COACHING

SUNDAY | 12:30p - 2:30p . . . . .

Team collaboration is essential to maintaining a healthy workplace and delivering high-quality patient care. How can we navigate the dynamics of managing up, across, and down? How do we build productive relationships with toxic colleagues and bosses? What collaborative approaches can we take with our colleagues to improve the structure and functions (and dysfunctions) of our teams?

### THE LEADERSHIP PIPELINE: LOCAL LEADERS

. . . . . SUNDAY | 2:45p - 4:30p

The ability to move forward in our careers is important not only for our own satisfaction, but to the functioning of our organizations and fields as well. This applies to skill development, academic advancement, income, and span of organizational responsibility. Healthy organizations recognize this and make sure that people have the guidance, incentives, tools, and opportunities to move up the ladder. Even if the rungs above are occupied, it is important for organizations to keep the low moving upward. Helping employees prepare for greater leadership roles, even if it is in other institutions, keeps people engaged, keeps the pool of prepared leaders full, and creates a more attractive work environment. In this session, we will cover how to assess your organization's leadership pipeline and be sure it is flowing dynamically.

## THE PHYSICIAN LEADERSHIP PROGRAM

## COURSE FACULTY



### **Kimberly MacPherson, MPH, MBA,**

Kimberly MacPherson is the Executive Director of Health Management at the Haas School of Business and the Faculty Program Director for Health Policy & Management at the UC Berkeley School of Public Health. She directs the MBA/MPH program, the two-year MPH in HPM program, a one-year MPH for clinicians and the MPP/MPH offered with the Goldman School of Public Policy.



### **Aparna Vidyarthi, MD**

Dr. Vidyarthi is an academic hospitalist and Professor of Medicine at UCSF. After completing the CHCF Physician Leadership Fellowship, she established the Institute for Physician Leadership at UCSF. She has served as the Chief of the Division of Advanced Internal Medicine at the National University Hospital in Singapore. She holds a master's degree in individual and organizational psychology and has studied, published, and taught on leadership, quality, and safety nationally and internationally.

## VIRTUAL SESSIONS

### **MOVING TOWARD ANTI-RACIST WORKPLACE**

*March 20 | 6:00p - 8:00p* . . . . .

While systemic racism and inequities in health have been part of American life for over 400 years, recent events have broadened awareness and heightened the urgency for change. More than an absence of discrimination, active anti-racism work is being demanded of us all. We will address what an anti-racist workplace looks like and the change needed to achieve this while we ask what each of us can do, from our unique positions to support and lead the change.

### **NEGOTIATION**

. . . . . *April 3 | 6:00p - 8:00p*

This session will build on our earlier discussion of teams and look at our style preferences for dealing with conflicting aims within and across teams, departments, and institutions. We will discuss the principles of negotiation and practice them in simulated negotiation exercises.

### **TEAMWORK, TEAMBUILDING, & TEAM DYSFUNCTION**

*April 17 | 6:00p - 8:00p* . . . . .

During medical school and residency most physicians do not have opportunities, training or coaching for working in interprofessional teams. Yet in practice, whether it is in the hospital, the OR, the ED, or the clinic, we increasingly perform our work in such teams. Some of these teams are clinical teams delivering care, which can have varyingly stable membership, and others are management teams which deal with operations, projects, advising or leadership. Physicians who assume administrative or leadership roles are often faced with extrapolating from their experience on clinical teams to their role on management teams, with varying success.

## TO APPLY



## VIRTUAL SESSIONS

### LEADING AND MANAGING PROJECTS

May 1 | 6:00p - 8:00p . . . . .

Physicians already know how to manage patient caseload in their clinical work. This session is an introduction to the formal project management framework and its connections with clinical management. Physicians can use their clinical skills to build credibility with administrators and management, and to foster innovation in constrained settings.

## KEY TAKEAWAYS AND BENEFITS

- Develop and communicate your vision
- Influence and motivate others
- Enhance your communications skills
- Design and manage projects to achieve your aims
- Understand your unique qualities of leadership
- Leverage your leadership style to create change
- Develop tangible leadership skills and enhance your leadership effectiveness
- Learn from nationally recognized experts
- Expand your network and develop lasting connections with local colleagues
- Up to 22.5 hours of educational training
- Participation fee is \$1,600
- An additional hour of Group Consultations with the Course Directors

FOR MORE INFORMATION,  
CONTACT DAVID LOPEZ, ACCMA  
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LEADERSHIP DEVELOPMENT, AT  
DLOPEZ@ACCMA.ORG OR BY  
PHONE AT (510) 654-5383.

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