

History and Purpose of the Program

The inaugural class of the Physician Leadership Development Program for Hackensack Meridian Health (HMH) began in the fall of 2017. The second 1.0 program and inaugural 2.0 program kicked off in the fall of 2018.

The goals of the HMH Physician Leadership Development Program include:

- Creating a pipeline of physician leaders who are focused on not only the importance of strengthening the quality of patient care throughout the network, but who also lead the way to Hackensack Meridian Health maximizing productivity, effectiveness and efficiency.
- Developing a select group of “high potential” HMH physician leaders of tomorrow, and the role of physician leaders in continuing to move the organization forward in transforming care.

Overview 1.0, 2.0 and 3.0 Programs

The Physician Leadership Academy focuses on **developing the leaders of tomorrow** and overall **care transformation**, and the role each physician leader plays in continuing to move the organization forward.

- The 1.0 program includes a series of small group seminars as well as the completion of 7 online CPE courses and focuses on such areas as: **leading and managing change, presentation skills, strategic decision making, executive presence, motivating** and **coaching** team members, **listening, meeting management** and **facilitation**, and how to **negotiate** and **better resolve conflict** in an effort to build a **more strategic and cohesive team**.
- The 2.0 program includes a series of small group seminars and focuses on such areas as: **strategic leadership and communication agility, effective succession planning, emotional intelligence, self-actualization, relationship building, advanced executive presence and presentation skills, receiving and giving feedback, strategic decision making, coaching, developing and mentoring future leaders, motivating** and **engaging** team members, **leading and managing change** and how to **negotiate** and **better resolve conflict** in an effort to build a **more strategic and cohesive team**.
- The *New* 3.0 program will include graduates of the Leadership Academy 1.0 and 2.0 who have demonstrated high potential and a commitment to ongoing leadership development. These physicians will work directly with HMH leaders and team members in various workgroups in order to connect the lessons learned from 1.0 and 2.0 in implementing and executing specific **HMH Strategic Initiatives**.

Applicant Nomination and Selection

Physicians are nominated by an HMH Executive leader. The nominees are identified as “up and comers” and that have the highest potential to become outstanding future physician leaders at HMH.

The Talent Management Council reviews the nominees and select final candidates. The nominees selected for the program are then notified of their acceptance and informed about next steps.