

Physician Leadership Program 2025-2026



The Physician Leadership Program is for early to mid-career physicians who are in a leadership role in the BILH system.* The program fee per participant is \$9,500 for a year-long leadership development opportunity. In addition, the sponsoring department will need to protect 10-15 hours monthly for participation. This program will start in September 2025. Physicians must be recommended by their Department Chairs/Chiefs.

*Primary care MDs are encouraged to apply to the Linde Fellows program, focused on leadership in a primary care setting.

Candidate Qualities

- Highly competent and well-regarded by the institution and peers
- Shows a strong orientation to self-learning including the motivation to examine and learn from mistakes
- Seeks out and is open to receiving constructive feedback
- Expresses an eagerness to try new approaches to leadership that may be outside of their comfort zone
- Has a strong work ethic
- Current role responsibilities include leading teams of people on programmatic and/or project work

For questions or more information, contact Joan Simpkins at jsimpkin@bilh.org or Dan Dangler at ddangler@bilh.org.

Applications are due by May 30, 2025.

Program Description

The program is designed to help physician leaders strengthen leadership competencies.

Participants will:

- complete a 360-degree feedback process, as well as other personality inventories, to identify strengths and areas for improvement to address throughout the year.
- work 1:1 with a leadership coach to discuss the application of learning goals on the job, review successes and barriers, and develop new strategies. Examples of learning goals include behaving less defensively, managing change, enhancing one's ability to delegate, developing meeting management skills or being more strategic. Coaching will take place either virtually or at a mutually convenient location.
- take a lead role on a project that is meaningful to the organization and aim to reach a significant milestone by graduation.
- attend:
 - a series of in-person workshops designed to teach specific leadership concepts such as Leading Change, Negotiation/Influence, Difficult Conversations, Healthcare Finance, and Project Design/Development.
 - a two-day experiential program that uses theater-based techniques to teach leadership presence.
 - project coaching and presentation coaching, to support final presentation.
 - meetings/panels with senior physician leaders in the system.
- develop a network of colleagues across the system.
- share a final presentation including project outcomes as well as progress on personal leadership development goals.