



Les is a primary care physician with more 35 years of experience in medical practice and healthcare organizational leadership. In his roles he has been responsible for clinical operations, quality and safety, practice design, leadership training and building the quality of the physician workforce. He has practiced and managed in the public sector, private practice and multispecialty group practice environments. Most recently, he served as the Chief Medical Officer at Harvard Vanguard Medical Associates, a

600-physician multispecialty practice in eastern Massachusetts.

Les earned a B.A. in Biology from Harvard University and an MD from Stanford University. He received his Internal Medicine training through residency at the Cambridge Hospital in Cambridge, MA. He has attained certification in coaching and operates a coaching and consulting practice focused on performance improvement and leadership development. He is a Harnisch Scholar at the [Institute of Coaching](#) in Boston, and is currently the principal investigator of a grant to improve primary care physician morale and engagement through an effective coaching intervention.