



Physician & APP Leadership Fundamentals

Program Brochure



Welcome to Physician & Advanced Practice Provider (APP) Leadership Fundamentals!

Physician & Advanced Practice Provider Leadership Fundamentals is a nomination driven, cohort-based program that introduces key components of clinical leadership and builds the foundational skillset to effectively manage teams, oversee growth and navigate changes in healthcare.

Who is This Program For?

The Physician & APP Leadership Fundamentals program is intended for early-career medical directors and advanced practitioner leaders, though it offers value for all experience levels. Other practitioners may include Nurse Practitioners, Physician Assistants, Midwives, Advanced Practice Clinicians and Chief Residents.

This program is offered through [Providence Leadership Academy](#) in an effort to develop highly capable, Mission-inspired leaders that bring about excellence in healthcare delivery in the communities we serve.

What Will I Gain from This Program?

During this program you will:

- **Develop valuable leadership skills** including communication, team building and conflict resolution
- **Gain an understanding** of the different types of leadership styles and how to utilize your own style to be an effective leader
- **Build and extend networks** by collaborating with peers from diverse backgrounds and specialties

What is Required of Me?

This course is delivered entirely online and includes live participation for both a Kick-off and a Capstone session. Following the live Kick-off, participants progress through a series of online modules featuring videos, articles, and small group discussions or tasks.

Please consult with your direct supervisor in advance to create a plan that enables you to manage this commitment alongside your existing responsibilities. Arranging time off, modifying your work schedule, or delegating tasks to other team members are important steps to support your success in this program. These measures will help provide an effective development experience while maintaining your professional obligations.

Participants are expected to complete program in its entirety to claim full credit.

Physician & APP Leadership Fundamentals

Program Overview

Physician & APP Leadership Fundamentals engages you in these development experiences:

- **Leader-as-teacher workshops** by Providence Physicians
- **Learning from peers** by discussing weekly group tasks and sharing insights
- **Self-guided learning** to support your ongoing leadership development

Program-at-a-Glance

Sample of previous cohort programming (subject to change)

 Kick-off 2-days of Virtual Live Instruction  (Friday and Saturday via Teams)	 Leading the Caregiver Experience Self-study and Small Group Work 1-2 hours per week Learning Modules <ul style="list-style-type: none">• Module 1: Engaging Physicians in Change• Module 2: Finance 101• Module 3: Intro to Quality & Value Improvement• Module 4: Patient Safety and Error Reduction• Module 5: Disclosure of Error & Just Culture• Module 6: Personal Short-Range Planning• Module 7: Long-Range Planning• Module 8: Case Formulation	 Capstone 1-day Virtual Session (Friday via Teams) Capstone: Essential Communication <ul style="list-style-type: none">• Learning Recap & Reconnect• Conflict Management• Negotiating to Achieve Shared Goals
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Incorporating Group Learning + Tasks

Modules 1-8: Ten Weeks with Virtual Instructor-led Sessions, Self-study, Cohort Group Tasks, and Capstone Integration

Sponsors and Guest Presenters

Program Sponsors:

- Douglas Meyer, Director Talent Development

Physician & APP Leader Guidance

- Amy Herold, Chief Medical Officer (Southern California)
- Linda Cruz, Chief Medical Officer-Medical Group (Oregon)
- Cara Beatty, Chief Medical Officer (Easter Washington-Montana)
- Justin Frederick, Chief Medical Officer System Service Line (Washington)
- Lisa Ivanjack, Chief Medical Officer-Medical Group (Northwest Washington)
- Sue Chung, Chief Medical Officer-PCN (California)
- Surani Hayre Kwan, Executive Director Providers-PCN (California)
- Jessica Craig, Director Performance Improvement (California)

Physician Leadership Fundamentals

Sponsors and Guest Presenters (continued)

Faculty:

- Andrew Williams, Senior Talent and Organizational Development Consultant
- Trehia Rohde, Senior Talent and Organizational Development Consultant
- Janet Backes, Senior Talent and Organizational Development Consultant

Delivery Team:

- Cori Wilson, Program Manager, Leadership Development

Testimonials from Past Participants

"Excellent program overall with multiple tools and techniques to provide physician leaders with the skills necessary to be effective leaders.

Will definitely refer back to the training modules for refresher on a regular basis."

"My confidence in functioning as a physician leader has been enhanced significantly.

While I still have very much to learn, I have a better sense of the tools I need to develop and where I can find resources in my development as a leader."

This program is relevant to my role.



4.71 Average Rating

N=144

For additional information contact LeadershipDev@providence.org

FAQs

What is Leadership Development?

Physician & APP Leadership Fundamentals is designed to equip physicians and advanced practice providers with the knowledge and skills necessary to become effective leaders in the healthcare industry.

Through this program, participants can improve their communication, team building, conflict resolution, and strategic planning skills. Additionally, participants develop an understanding of the healthcare industry's current state and its future direction, along with the issues facing patients, staff, and healthcare organizations.

Who is eligible to participate?

We encourage all interested physician leaders, PAs, NPs, and midwives to speak with their one-up about this developmental program. All applicants must have a recommendation from their one-up or Regional CMO before submitting the application.

What is the time commitment to complete Physician & APP Leadership Fundamentals?

This course is delivered entirely online and includes live participation for both a Kick-off and a Capstone session. Following the live Kick-off, participants progress through a series of online modules featuring videos, articles, and small group discussions or tasks.

To receive full credit, participants are expected to complete the course in its entirety. If you anticipate being unable to attend all the required live virtual sessions, please contact our team to explore joining a future cohort.

Will I receive CEs for completing Physician & APP Leadership Fundamentals?

Yes, Physician & APP Leadership Fundamentals includes 40 AMA PRA Category 1 Credits™ for completion of the cohort-based program.

How do I enroll?

Reach out to our Program Manager, Cori Wilson at Corinna.wilson@providence.org, for additional information.

Can I nominate a provider for Physician & APP Leadership Fundamentals?

Absolutely! If you have a provider who you would like to nominate for this program, please let them know. Contact our Program Manager, Cori Wilson at Corinna.wilson@providence.org, for assistance. If you would like a list of past participants, please contact Corinna.wilson@providence.org.