

THE PHYSICIAN EXECUTIVE ADVANTAGE™

Helping Great Physicians Become Great Leaders

Why Physician Leadership?

The emerging healthcare delivery environment is requiring far more physician leaders than had been required in the past. And as hospitals and health systems begin to implement Clinically Integrated Networks and ACOs, it's becoming imperative to have the physician's leadership voice in senior positions in order to achieve the high levels of performance that these efforts need to achieve.

O'Brien Group's Physician Executive Leadership services support both the organization and individual physician leaders in an integrated fashion in a way that drives increased performance and satisfaction.

Our Physician Leadership Services

Answer the Following:

- How do we help physicians *shift from a clinical orientation* into leadership?
- How do we create a *physician leadership structure* that matches the appropriate leadership role with the strategic priorities and desired outcomes?
- How do we develop *leadership capabilities* of the physicians that they can immediately put into action?
- How do we *ensure early wins* for physicians stepping into leadership roles?
- How do we ensure that there is *close alignment* of physician leaders with their administrative partners?

How Our Services Work

In regular one-on-one coaching sessions and with occasional staff/team observations, our coaches work

with your physician executives to help them learn the leadership practices and self-awareness skills that will enable them to meet their challenges and hit their goals. We also work with your CEO and the Physician Leader to address related organizational and structural issues.

We give physician leaders the ability to:

- Leverage the helpful characteristics they bring to leadership and manage the traits that get in the way.
- Inspire and enable higher levels of performance and satisfaction in others.
- Initiate and lead necessary cultural change in the organization.
- Notice their own unhelpful behaviors and make timely, adaptive shifts.
- Maintain a high level of openness, avoiding defensive behavior and creating powerful, effective relationships.

About the O'Brien Group®

Our team of former CEOs, psychologists, physicians and executive educators help our clients apply new leadership practices to their live business issues. We coach executive and board teams one-on-one and as a group to help them think clearer, lead better change and achieve faster results. Our clients include Mercy Health (formerly Catholic Health Partners), SSM Health Care, MemorialCare, Adventist Health System, TriHealth, Bayer, and Philips Medical Systems. Many of our health system clients have won Top 10 Best U.S. Health System Awards (Thompson-Reuters).