



PHYSICIAN  
LEADERSHIP  
ONBOARDING



# The Penguin Hut



The most dangerous leadership myth is that  
leaders are born, that there is a genetic  
factor to leadership.

That's nonsense; in fact, the opposite is  
true.

Leaders are made rather than born.

—Warren Bennis

(leadership studies

**FIRST DAY**

**OF WORK**







# Why Do Leaders Fail?



# Leader





Community | Accompaniment | Wellness |  
Tailored





## NEW LEADER TASKS

1. Assuming operations leadership
2. Engaging with the culture
3. Taking charge of the team
4. Aligning with stakeholders
5. Defining strategic intent



# ~~Harvard~~ Penguin **Business Review**

## 5 KEY AREAS

1. Logistics
2. Your team
3. Your role
4. Your environment
5. Your development

# THE METHOD





Literature  
review



Environmental  
scan



Structured  
interviews



Thematic  
extraction



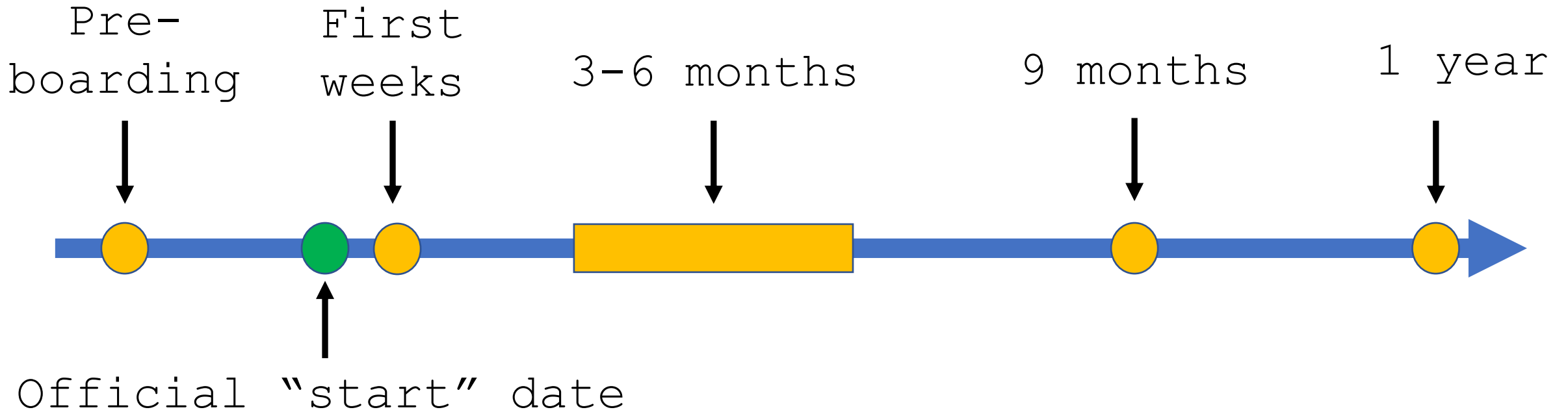
Prototype  
development

Feedback



# THE PROGRAM

# Timeline - 1 year horizon

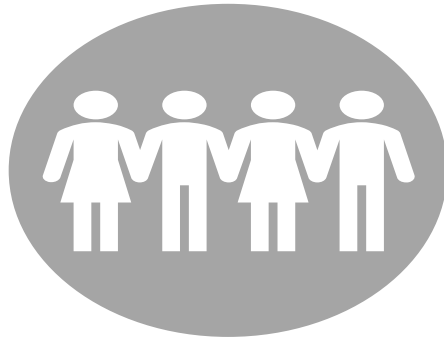




# Onboarding Delivery Activities



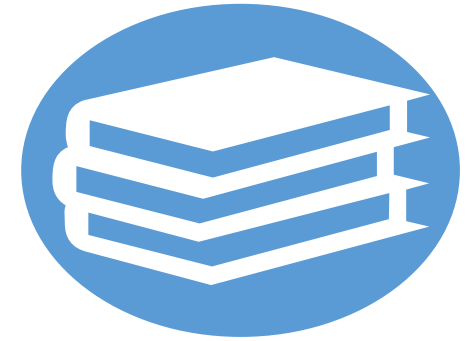
INDIVIDUAL  
MEETINGS/TOURS



NEW LEADERS  
COHORT



ASYNCHRONOUS LEARNING  
MODULES



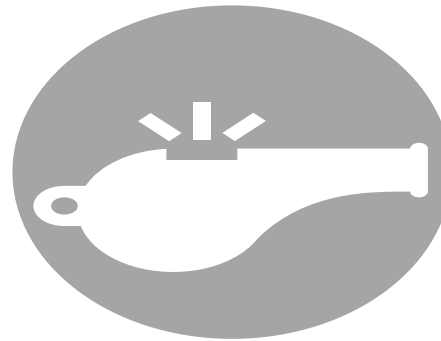
INFORMATION HUB



MENTOR



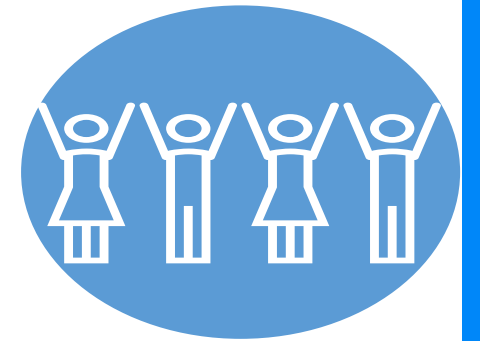
LEADERSHIP  
COURSES



LEADERSHIP  
COACH



LEADERSHIP  
TOWN HALLS



SOCIAL  
ACTIVITIES

# THE PLAYERS



ONBOARDING  
ACTIVITIES



LEADER



ONBOARDING  
NAVIGATOR



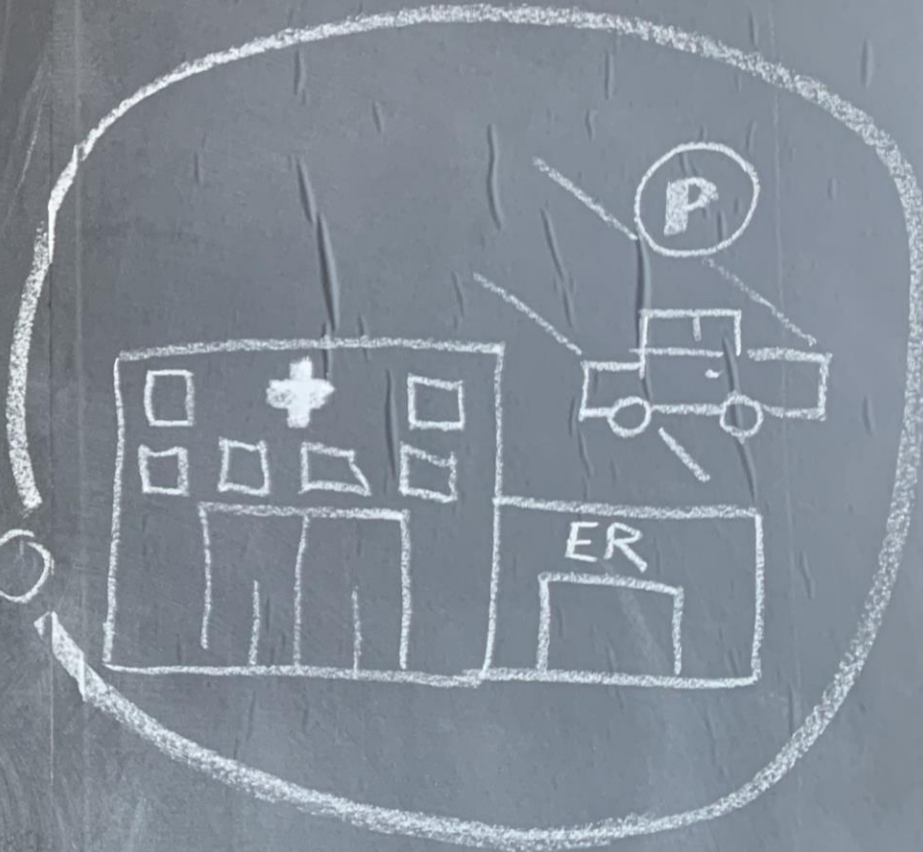
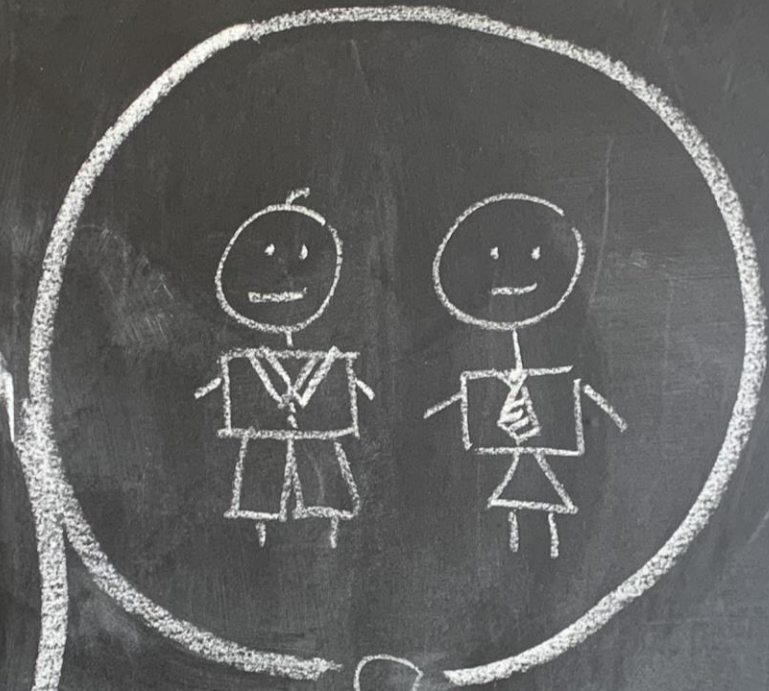
SUPERVISOR





# THE STORYBOARD

# PREBOARDING

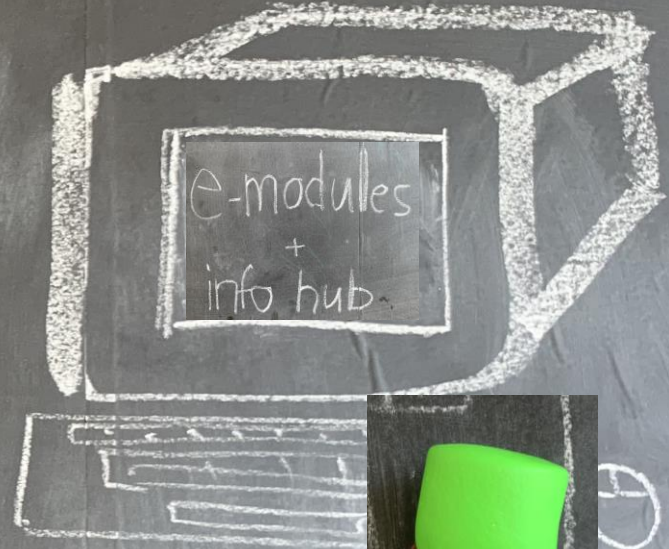
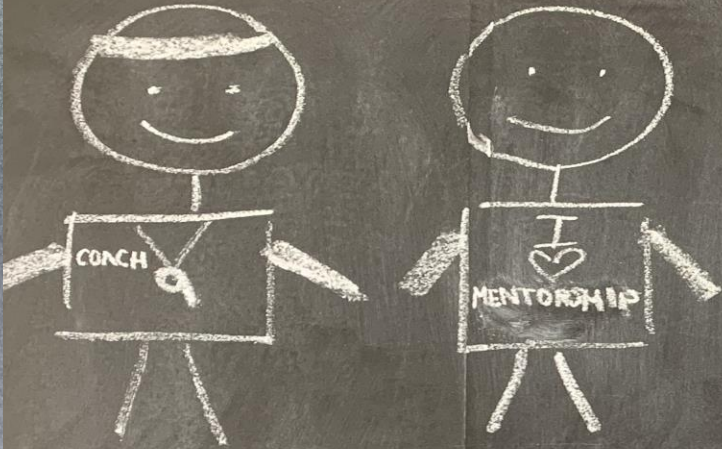




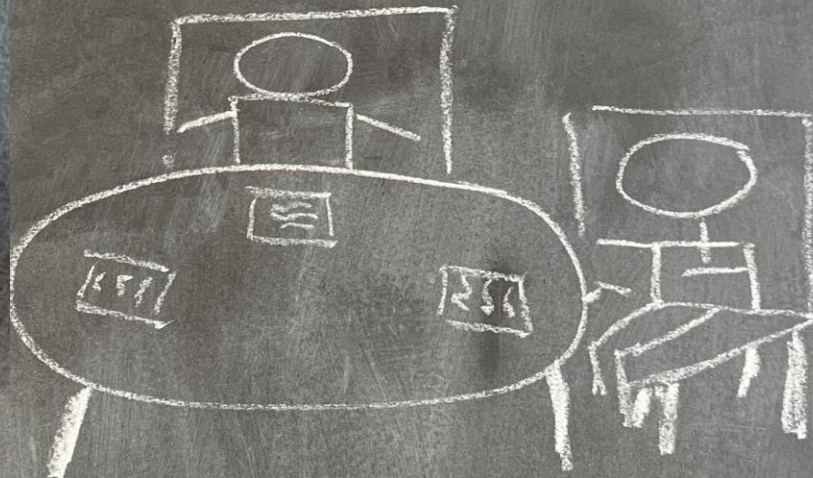
# FIRST WEEKS



Coaching and mentoring



E-modules and info hub



Designed Alliance meetings



# 3-6 MONTHS



Coaching



Longitudinal cohort group



Community engagement



# 9 MONTHS

Team building



Gap analysis



Leadership review and development



1 YEAR (and beyond)



NOT-SO-NEW LEADERS



Peer support and networking

Certification



Community engagement



# Physician Leader Onboarding Accountability Pathway

PRE-START  
Supervisor



FIRST DAY  
Navigator



BENCHMARK  
MEETINGS  
Supervisor



CHECKLIST  
Physician  
leader



## Accountability



Tasks assigned to incoming leader, supervisor, admins, navigator



Benchmark meetings, fixed agenda items, Gap Analysis



Checklist (Smartsheets)

# Recognition

- NSH leadership certificate
- Promotes a culture that values physician leader integration







Community | Accompaniment | Wellness |  
Tailored

“We don’t rise to the level of our goals,  
we fall to the level of our systems”

– James Clear

