

VERMONT

Physician  
Executive  
Leadership  
Institute

January 2024 ~ November 2024

*"I have learned more about myself as well as leadership tools and strategies in 6 months than in over a decade of practice!"*  
- Elizabeth Hunt, M.D.

*"The PELI course has provided an opportunity to connect with and learn from health care providers across the state as we all seek to improve our leadership and management skills. It has allowed me to build relationships and develop skills that are invaluable and not taught elsewhere. This has been an amazing professional opportunity that I highly recommend to any health care provider interested in cultivating their leadership skills."*  
- Lauren MacAfee, M.D.

Vermont  
Medical  
Society



## MEETING VERMONT'S NEED FOR PHYSICIAN & PA LEADERS

The Vermont Medical Society Education & Research Foundation is proud to announce its fifth statewide Physician Executive Leadership Institute Foundational Course to begin in winter 2024. This course is offered in partnership with the Daniel Hanley Center for Health Leadership and Lumunos and is supported by funding from the Physicians Foundation.

VMSERF is pleased to continue an experiential learning opportunity that will enhance and fine-tune the most important leadership skills and concepts for a statewide cohort of Vermont physicians and PAs.

An experienced Hanley Center for Health Leadership faculty member will work with Vermont faculty to deliver national caliber content drawn from multiple sources, including the Harvard Business Publishing online Harvard Manage Mentor resource. The 11-month course will include bi-monthly topic-focused modules and four 90-minute virtual sessions in the “off months.” In addition, individual executive coaching is available to participants. After the completion of the course, participants will continue to meet quarterly with skilled facilitators from Lumunos to apply learnings to real time leadership challenges, while providing peer support.

The physician or PA leader attending this program will benefit from the following:

- ▶ A 40-hour curriculum incorporating online resources of Harvard Business Publishing
- ▶ 40 Category One CME credits (*application in process*) \*
- ▶ One-on-one or group leadership/executive coaching
- ▶ Certificate of Completion
- ▶ Four quarterly alumni meetings to process leadership challenges
- ▶ Long standing and supportive networks of colleagues across the state
- ▶ A higher level of personal and professional development

## COURSE OBJECTIVES

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The Foundational Course Objectives:

1. Equip physicians and PAs stepping into or already in leadership positions with the necessary knowledge and skills to be successful in their leadership roles.
2. Impart the language of business to more effectively influence the healthcare system at the organizational level.
3. Enable physicians and PAs to be better prepared for the paradigm shift from clinical role to include a system view and leadership role.
4. Enhance physicians' and PAs' understanding and provide new tools and skills to improve the relational aspects of managing people and leading teams.
5. Create a trusted statewide cohort that can be accessed for leadership support.

## SESSION DATES & TOPICS

**(Note: Program is a hybrid of virtual and in-person sessions - please note the times and locations below; all in-person sessions will be held at Topnotch Resort in Stowe, VT.**

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### **2024**

January 25 (5pm-8pm) & 26 (9am-12pm) In-Person Meeting:  
Session #1 - *Healthcare Trends and Systems Thinking*

February 8 (5pm -6:30pm) Virtual Meeting:  
Inter-Session Learning Seminar (ILS) #1 - *Project Management & Selection*

March 28 (5pm-8pm) & 29 (9am-12pm) Virtual Meeting:  
Session #2 - *Intrapersonal Understanding*

April 11 (5pm-6:30pm) Virtual Meeting:  
ILS #2 – *Navigating Healthcare Inequities*

May 9 (5pm-8pm) & 10 (9am-12pm) In-Person Meeting:  
Session #3 - *Interpersonal Skills and Communication*

June 13 (5pm-8pm) & 14 (9am-12pm) In-Person Meeting:  
Session #4 - *Organization and Business Skills*

July 18 (5pm-6:30pm) Virtual Meeting:  
ILS #3 - *Healthcare Advocacy*

September 12 (5pm-8pm) & 13 (9am-12pm) In-Person Meeting:  
Session #5 - *Teamwork and Collaboration*

October 17 (5pm-6:30pm) Virtual Meeting:  
ILS #4 – *Resilience in Continuous Change*

November 1 (9am-4pm) In-Person Meeting:  
Session #6 - *Change Management*

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\* This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of the Maine Medical Education Trust and the Daniel Hanley Center for Health Leadership. The Maine Medical Education Trust is accredited by the Maine Medical Association Committee on Continuing Medical Education and Accreditation to provide continuing medical education for physicians. **Services for the disabled.** If special arrangements are required for an individual with a disability to attend this course, please contact Stephanie Winters at [swinters@vtmd.org](mailto:swinters@vtmd.org).

## APPLICATION & TUITION INFORMATION

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### Who should attend?

This Foundational Course aims to build a skilled network of physician and PA leaders who have the experience, commitment, and passion to lead initiatives and decisively and effectively respond to emerging crises, transforming and improving health and healthcare systems at local, regional, and statewide levels. Because the course includes a focus on both leadership and management content, it is a good fit for those who would like to build their effectiveness in organizational leadership. Physicians and PAs who have recently assumed or aspire to take on leadership roles are encouraged to participate. It is particularly aimed at individuals with 5 or more years of clinical experience but minimal formal leadership training. The course aims for a cohort of 15-20 physicians and PAs from across Vermont. For past program participants, see <https://vtmd.org/physician-executive-leadership-institute/>

### Application process:

Individuals interested in attending should submit a CV and brief description of their interest to [swinters@vtmd.org](mailto:swinters@vtmd.org). Please note that some hospitals or practices may have their own process for nominating and selecting candidates. You should inquire with your CMO or practice leader.

**Application deadline:** November 1, 2023. Candidates will be notified of their acceptance by end of November.

### Tuition:

The cost of the course is \$4,900 and is due December 22, 2023. Thanks to generous funding from the Physicians Foundation, this includes all expenses for the year long program including tuition, meals and the cost of an overnight hotel room for the five in-person sessions, as well as a year of quarterly alumni meetings. Limited scholarships are also available. Please contact [swinters@vtmd.org](mailto:swinters@vtmd.org) to discuss scholarship needs or payment plans.

## CONTACT INFORMATION

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Web: [vtmd.org/physician-executive-leadership-institute/](https://vtmd.org/physician-executive-leadership-institute/)

### ***About the Vermont Medical Society Education and Research Foundation***

*The VMS Education and Research Foundation is a 501(c)(3) nonprofit charitable organization sponsored by the Vermont Medical Society and organized to support charitable, educational, and scientific activities in the field of health. <https://vtmd.org/education-and-research-foundation/>*

### ***About The Daniel Hanley Center for Health Leadership***

*The Daniel Hanley Center for Health Leadership has built a first-in-the-nation program that develops physician leaders through intensive, national-caliber professional development coursework. Developed in collaboration with a wide range of physicians and healthcare leaders, Hanley's PELI program has launched over 30 separate year-long courses since 2011. [www.hanleyleadership.org](http://www.hanleyleadership.org)*

### ***About Lumunos Wellbeing***

*Vermont-based and deployed in more than 35 hospitals over a decade, Lumunos' Wellbeing services focus on personal leadership skills and resilience. In Lumunos' unique cohort model, participants process their leadership challenges and gain wisdom through guided conversation with trusted peers. [www.lumunoswellbeing.org](http://www.lumunoswellbeing.org)*

### ***About The Physicians Foundation***

*The Physicians Foundation is a nonprofit 501(c)(3) organization that empowers all physicians to provide high-quality care and take a leadership role in shaping the future of health care. [www.physiciansfoundation.org](http://www.physiciansfoundation.org)*