

THE PHYSICIAN LEADERSHIP ACADEMY AT HCA

The goal of the PLA HCA is to produce the next generation of transformational leaders, and to provide the leaders with the skills necessary to make a lasting impact on the organization and the community.

THE CHALLENGE

The Physician Leadership Academy at HCA served as a vehicle **to deliver leadership capability and value to the business.** There were three main objectives:

1. Drive the clinical agenda
2. Align and integrate physicians with hospital operations
3. Develop physician leadership capability

OUR APPROACH

Physician leadership academies maximize the applied transformation through a customized blend of comprehensive assessment, personal development, executive coaching, strategic organizational team projects and monthly onsite sessions.

Through the PLA at HCA, leaders used cutting-edge leadership tools and practices from an elite team of subject-matter experts and facilitators from across the country.

The PLA at HCA also included strategic action-learning projects that delivered tangible improvements for the organization. And one-to-one work with a dedicated professional leadership coach helped to achieve specific leadership development goals.

RESULTS & BENEFITS

An overall average of **25% improvement in the ability to solve problems innovatively** was reported by participants of the PLA HCA.

And an overall average of **31% improvement** in the ability to communicate, compel and influence medical staff was also reported.



in the ability to understand corporate strategies



in the ability to recognize and deal with immunity to change.



OVERALL EFFECTIVENESS

of the Physician Leadership Academy

HCA

Hospital Corporation of America™

“ Prior to the PLA, I questioned my value to my organization. Now, I feel that I am an integral part of the leadership team.

This has definitely provided financial benefits to my organization. I highly recommend this program for new CMOs. ”

-HCA CMO

*Statistics reflect overall average improvements after participating in HCA as reported by the participants.