

# THE PHYSICIAN LEADERSHIP ACADEMY AT PEDIATRIC ASSOCIATES

Pediatric Associates is one of the oldest and most respected pediatric practices in the United States. Their mission is to enhance the lives of all children, their families, and communities by delivering the highest quality of pediatric healthcare and service in a compassionate and healthy environment. The goal of the Physician Leadership Academy at Pediatric Associates was to produce the next generation of transformational leaders and to provide the site leaders with the skills necessary to make a lasting impact on the organization and the community.

## THE CHALLENGE

The many developments in healthcare over the past decade have forced many providers to adapt their practices. The change drivers for Pediatric Associates were the bigger-is-better mandate of managed care, an ER diversion project, and healthcare reform via the Affordable Care Act. **To survive and thrive, Pediatric Associates' principals determined that they would need to expand in size and across geography. And to expand successfully, they needed physicians who were prepared to act as leaders, both locally and regionally.**

## OUR APPROACH

CTI customized an academy with a hybrid approach, combining leadership development sessions from CTI's Physician Leadership Institute with practical lessons from Pediatric Associates' internal leaders.

The steps included:

### Understand the concerns of associates through:

- Stakeholder interviews
- Participant interviews
- Participant leadership self-assessments

### Design the schedule and curriculum based on associates' specific needs

### Engage physicians with relevant topics

### Create methods for daily application of lessons

## RESULTS & BENEFITS

**55% improvement** in the ability to solve problems innovatively

**126% improvement** in the ability to think strategically



**PEDIATRIC ASSOCIATES**

“ We thank you and your team for helping us launch our newest leaders and setting a new standard for partner relationships. ”

**-C. Rocky Slonaker, MD, CHCO, FAAP  
Chief Medical Officer  
Pediatric Associates**

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