

The logo graphic consists of a white square with a smaller white square inside it, positioned to the left of the text. The top-left corner of the inner square is cut off, and the bottom-left corner of the outer square is also cut off, creating a stepped effect.

**NYP  
LEAD**

**LEADERSHIP  
EDUCATION and  
DEVELOPMENT  
for PHYSICIANS**

**PROGRAM GUIDE**

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# CREATING THE NEXT GENERATION OF SUCCESSFUL PHYSICIAN LEADERS

Cultivating future physician leaders is a key to ensuring NYP's continued success on the road to becoming #1 in the nation.

We are committed to identifying and investing in promising early- to mid-career NYP-affiliated attendings through LEAD Academy. This training program draws from experts throughout the Hospital and its affiliated University systems to prepare physician leaders to effectively work and collaborate in our institutions.

Through LEAD, we are strengthening connections between current and future institutional leaders, and we are creating an implementation arm for NYP's strategic plan.

NYP LEAD Attendings are smart, capable, dynamic, and adaptable. They are collaborative team members who exhibit calm and kindness under pressure.

They thrive when challenged with complex problems and when faced with high expectations. They share success and inspire others to succeed.

# OUR MISSION

To be a physician leader, you need to know more than medicine.

NYP LEAD Academy trains physicians to become leaders in a complex and complicated set of institutions. Our mission is to provide a tailored, applied education for future physician leaders to gain competencies and capabilities valued by NYP and our medical partners, including:

Respect-based leadership

Management skills

Communication skills

Emotional intelligence

Team-building

Healthcare policy

Applied business skills

# CURRICULUM & FACULTY

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NYP LEAD Academy 's 13-month training period provides the highest -yield components of an MBA and MHA, practical knowledge of NYP Departments and functions and additional teaching tailored to individual interests.

Coursework is scheduled for the first 12-months of LEAD Attending training and structured experiential learning, including an in-depth capstone project, is ongoing throughout the 13-month training period.

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Your classroom training will be led by LEAD Academy faculty, a carefully curated group of nationally renowned experts.

Professors and course offerings represent nationally renowned academic institutions, including Columbia Business School and Columbia University Mailman School of Public Health.

NYP content experts bring knowledge and insight to specific areas, including Health Equity, Budgeting, Business Planning, Artificial Intelligence, and Data Analytics.

# COURSEWORK

You will be engaged in 0.5- to 4-day topic intensive sessions to develop your fluency in topics critical to understanding and working in healthcare.

## Topic Intensive: Leadership

- Growth Mindset
- Value-Based Leadership
- Social Capital
- Motivation
- Establishing a Team Culture

## Topic Intensive: Public Health

- Health Economics
- Health Policy

## Topic Intensive: Strategy

- Forces of Change
- Strategic Learning
- Situation Analysis
- Choice Making

## Topic Intensive: Frontiers in Medicine

- Social and Behavioral Health
- Population Health
- Health Equity
- AI and Data Analytics

## Topic Intensive: Finance

- Budgeting
- Business Planning and Development

## Topic Intensive: Health Simulation

- Leading a Hospital System

## Topic Intensive: Negotiation

- Complex Negotiation
- Persuasion
- Social Styles
- Psychology of Leading Change

## Topic Intensive: Public Speaking

- Executive coaching



## Applied Practicum

NYP LEAD Academy anchors its training program with NYP-prioritized capstone projects. You are expected to spearhead a project with mentorship from NYP leaders. This assigned project will offer practical application of all the core skills you are mastering in the classroom, with the added benefit of mentorship and institutional networking.



## Professional Mentorship

LEAD Academy's Director will provide routine didactic and feedback sessions on leadership, communication, team-building, and organizational skills. Additionally, NYP Senior Leadership and medical school leaders will meet with the LEAD Attendings ofr career mentorship.



## Institutional Networking

Meeting and collaborating with key NYP stakeholders is an important element of LEAD Academy training. You will have the opportunity to interact with a wider variety of colleagues through work related to the applied practicum, mentorship opportunities, and events with NYP leadership.

# APPLICATION PROCESS

Please email [LEAD@nyp.org](mailto:LEAD@nyp.org) to receive the online application. If you are selected to proceed to the next round of the application process, you will receive an invitation to schedule an interview.

## Key Dates

Online Application Due: February 28, 2025

Candidate Interviews: March 2025

LEAD Cohort Announced: April 2025

Program Launch: August 2025



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