

***Transform your leadership skills at***

 **The Right Reflection’s**

 **Physician Leadership Academy**

**Grow your talents in a day when health care demands more of physicians than ever before.**The Right Reflections Leadership Academy is an industry relevant, peer-based leadership training program made possible by a generous grant from the Nebraska Physicians Foundation in association with the Nebraska Medical Foundation. Designed and led by Pam Hernandez, a successful business executive and renowned business coach, the Academy identifies and strengthens 18 creative leadership competencies and 9 reactive tendencies that limit effectiveness at work and in life. Tailored to the needs and culture of doctors and the medical world, the Right Reflections Academy includes one-on-one coaching sessions, know yourself assessment surveys, results-driven immersion and training seminars

**Designed for physicians • Led by experts • A proven return on time & money**

**A $10,000 value (free to 10 applicants)**

The Right Reflections Leadership Academy is a unique opportunity to gain actionable insight on your strengths and challenges. Key aspects of the program include:

**Leadership Circle ProfileTM (LCP)**

The Physician Leadership Academy begins with the 360 Leadership Circle Profile assessment. It measures key leadership competencies and identifies tendencies that limit effectiveness (with input from supervisors, colleagues and others).

**The Promise of Leadership™ workshop**

An invigorating half to full-day event, the Promise of Leadership workshop details the Core Leadership Framework that guides all future development work.

***One Big Thing Leadership Development Plan***
Your roadmap to success, the plan focuses you on one behavior/thinking, one creative competency and one reactive tendency you want to change.

***Accountability Circle***Individuals you interact with regularly form your *Accountability Circle* and offer honest, direct feedback for relevant and lasting betterment.

***Pulse Survey***Trusted members of your personal Accountability Circle rate your progress at the beginning, middle and end of the program through a near real-time survey.

**Leader to Leader™ Monthly Sessions**

Eleven strategically focused, small group sessions drive growth with peers and leadership experts. Sessions require only a 1/2 days’ time each month.

**Monthly** **One-on-One Coaching:**

The benefits you gain in monthly sessions are enhanced by one-by-one coaching sessions (each month in person, by phone or FaceTime)

**Assessments**

At the program’s end, physicians retake the Leadership Circle Profile 360 assessment to measure growth in competencies and success in reducing reactive tendencies.

**Dates & Schedule:**

**August 15 – 30:** Evaluators chosen / LCP profiles launched.

**September 14**: Program introduction at NMA Annual Membership Meeting

**September 21:** Promise of Leadership Workshop Kickoff (NMA office in Lincoln)

**Monthly Sessions:** Held at the NMA offices in Lincoln

Friday, October 12, 2018 Friday, November 9, 2018 Friday, December14, 2018

Friday, January 11, 2019 Friday, February 8, 201 Friday, March 8, 2019

Friday, April 12, 2019 Friday, May 10, 2018 Friday, June 14, 2019

**Space is limited. Apply now!**

**Contact Dale Mahlman, Executive Vice President, NMA, to apply**

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**The Talent behind the Physicians Leadership Academy**

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**Pam Hernandez**

Founder & CEO, the Right Reflections

Pam’s thirty-year career in the financial services industry culminated in her role as Chief Operating Officer. Her business experience included marketing, human resources, IT, operations and strategy. Pam began Right Reflections after receiving a Master’s degree in Applied Positive Psychology at the prestigious University of Pennsylvania. Her work focuses on bringing about transformational change with organizations and individuals. Pam is certified in a number of psychological and leadership assessment tools and programs, as well as being a Certified Professional Co-Active Coach (CPCC) and an Associate Certified Coach (ACC) through the Coaches Training Institute and the International Coaching Federation.

**What others say:**

*“Leadership is full of nuances. To become an effective leader there are going to be challenges. Being part of the Leadership Academy taught by Pam Alfrey Hernandez has provided an avenue to express the challenges and explore ways in which to meet and overcome them. I have learned about myself and my natural tendencies as well as which of those may be more or less helpful. We have also spent time talking about moving towards a vision, building trust and how to have honest and sometimes difficult conversations. The topics have been valuable as well as pertinent to our lives. One of the things that have been most helpful to me is talking through current real-life situations. It allows us to take the topics we are learning and directly apply them to situations with which we are faced. I feel like the time has been well spent and contains information that I use throughout my career.”*

**Chandra Ljunggren, MD**

**Chief of OB/GYN**

**St. Elizabeth’s Hospital**

*“The Physician Leadership Academy offers an opportunity for professional development unparalleled by any leadership program in which I've participated before. The unique methodology of the Leadership Circle has helped me gain a newfound understanding of where my leadership strengths lie. When added to Pam Alfrey Hernandez's compassionate and direct coaching style, I have learned how to hone and harness these strengths to effectively advance my professional and personal goals. Aside from all this, though, the frank openness and resultant camaraderie with my physician peers has been the most meaningful part of this experience. These deep connections are something that transcend professional development and are a reflection of the program's genuine commitment to enhancing the physician community one colleague at a time. This program has truly been transformational for me and I hope my peers will see the value of this amazing opportunity and rush to sign up!”*

**Alëna A. Balasanova, MD, FAPA**

**Nebraska Medicine Addiction Services**

**UNMC Department of Psychiatry**