

LEADERSHIP DEVELOPMENT



Whether clinicians want to become leaders or fine-tune their clinical skills, Sound Physicians understands the importance of ongoing professional growth and development. We give new leaders a foundation that allows them to thrive in roles with greater responsibility. Experienced leaders are afforded opportunities to enhance their acumen through 1:1 coaching and advanced content. Sound offers specific tools that provide insight into individual performance, quality, satisfaction, and other key measurable outcomes for clinicians not in a formal leadership role but who enjoy advancing their knowledge and skills.

Medical Director Leadership Competencies

To develop our medical directors, we focus on the fundamentals necessary to be a successful leader at Sound.

Core competencies that span all specialties:

- Communication
- Strategic alignment
- Resilience
- Servant leadership

Specialty-specific tracks include:

- Team management
- Clinical performance improvement
- Ensuring affordability

Culture of Learning & Development

No matter which stage of their medical career clinicians are in, all colleagues have access to learning and development resources that are centered around engagement and performance.

FOR ALL CLINICIANS

- New clinician onboarding
- Coding and documentation
- Goals of care conversations
- Patient experience: communication skills
- Value-based purchasing
- Crucial Conversations

FOR FUTURE LEADERS

- Compass program
- Emerging Leaders
- National Clinical Innovation Competition

FOR CLINICAL LEADERS

- Medical Director Leadership Series
- Medical Director Summit
- Field leader boot camp
- Monthly medical director gatherings
- RMD insights

To learn more, reach out to belong@soundphysicians.com



Developmental Course Offerings



COMPASS

Chief residents and fellows interested in leadership growth and recommendations from their program director may apply. Participants benefit from early interactions with Sound leadership and a monthly journal club.



EMERGING LEADERS

Physicians and APPs with the interest and potential to lead have the opportunity to connect through monthly journal clubs, group projects, and learning sessions.



NATIONAL CLINICAL INNOVATION COMPETITION

Our innovation training curriculum consists of a five-module program designed to equip Sound colleagues for independent and collaborative innovation. This session teaches skills that include executing innovative projects, engaging key stakeholders, and leading effective project teams.



NATIONAL LEADERSHIP *Zoom*

NATIONAL LEADERSHIP ZOOM (NLZ)

Each quarter, our leaders attend the NLZ. This event combines education, collaboration, and celebration. Our leaders come away with inspiration and ideas to bring back to their teams.



CRUCIAL CONVERSATIONS

A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary, and emotions run strong. This course teaches participants how to speak persuasively and to foster teamwork.



MEDICAL DIRECTOR LEARNING & LEADERSHIP

We have purpose-built these sessions to equip leaders with skills and shared practices as they navigate the complexities of clinical leadership.