

Building the Next Generation of HEALTHCARE LEADERS

Sound Physicians understands the importance of ongoing professional growth, whether clinicians are interested in becoming a leader or fine-tuning their clinical skills. We continue to develop our physicians and advanced practice providers (APPs) by providing pertinent course offerings and programs to ensure all are succeeding.



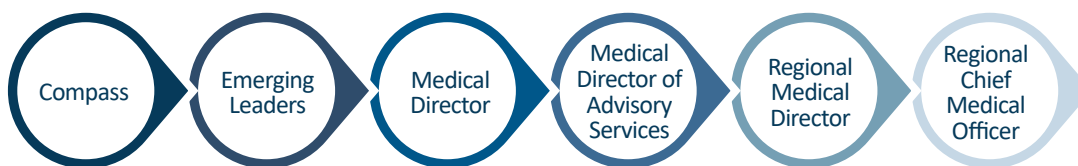
Chia-Shing Yang, MD
Regional Chief
Medical Officer

LEADERSHIP & DEVELOPMENT

Whether clinicians are interested in becoming a leader or fine-tuning clinical skills, Sound Physicians understand the importance of ongoing professional growth and development. We give leaders a foundation that allows them to grow into roles with additional responsibilities. Experienced leaders also have opportunities to enhance acumen through coaching and advanced content. For clinicians who are not in a formal leadership role but enjoy advancing their knowledge and skills, Sound Physicians offers specific tools focused on insight into individual performance, quality, satisfaction, and other key measurable outcomes.

A DEFINED PHYSICIAN LEADERSHIP PATH

We've defined a pathway for growth through specialized programs and formal leadership roles. Any physician can join Sound at any point on this path with applicable experience.



STEPPING AWAY FROM THE BEDSIDE

Sound physicians considering a future as a physician executive have the opportunity to step into the role of Medical Director of Advisory Services. Physician advisors work elbow-to-elbow with physicians, staff, hospital leadership, and utilization management personnel in a non-clinical capacity to provide direct education and support in critical areas, including patient status, clinical documentation, compliance, and utilization management. While some of our advisors come to us with experience in an advisor role, we take pride in helping physicians through a career transition to an advisor.

IN 2022, MORE THAN 50 COLLEAGUES WERE PROMOTED INTO LEADERSHIP ROLES

At Sound, we're committed to developing and promoting leaders from within. We give our talented clinicians the tools they need to thrive and advance in their careers, but it doesn't happen by chance. It happens through concentrated efforts and deep investments in our people.

DEVELOPMENTAL COURSE OFFERINGS

COMPASS

Senior residents and fellows interested in leadership growth and recommendations from their program director may apply. Participants benefit from early interactions with Sound leadership, monthly journal clubs, and attendance at our national leadership conference.

EMERGING LEADERS

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

NATIONAL CLINICAL INNOVATION COMPETITION

Innovation Training curriculum consists of a 5-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 CONFERENCE (NLC)

Each year, our leaders attend the NLC. This event combines education, collaboration, and celebration. Our leaders come away with inspiration and ideas to take 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

Sessions designed to equip leaders with skills and shared practices as they navigate the complexities of clinical leadership.

CAREER MOBILITY

Sound Physicians' footprint is growing! So too is our need for strong leaders. At Sound, we evaluate our internal colleagues for advancement before considering external candidates. We encourage mobility within the organization (to include relocation assistance) and work across teams to ensure a smooth transition between roles.

