



# EMPOWERING CLINICIANS TO WORK AT THE TOP OF THEIR LICENSE

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

## LEADERSHIP & DEVELOPMENT

Sound has created a customized learning platform geared toward clinicians at all stages of their professional and personal development. We give aspiring leaders a foundation from which 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 LEADERSHIP PATH

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



## IN 2020, 80+ 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.

*"When my personal needs changed, Sound encouraged me to explore moving within the organization to that location. There was a leadership opportunity for a regional leadership role and I jumped at the opportunity. This was only possible by working with a growing organization like Sound who supports the personal and career needs of their people."*

**- Associate Chief Medical Director**

## 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.

### INNOVATION TRAINING

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

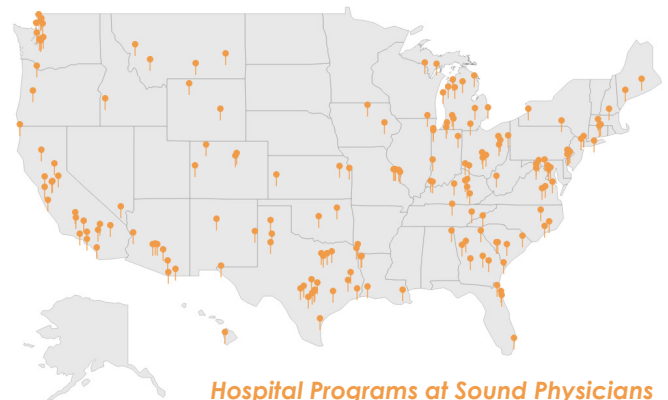
A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary, and emotions run strong. This course teaches participants how to speak persuasively and to foster teamwork.

### HARMONY SERIES

Engaged clinicians crave knowledge about how Sound operates across multiple functions. The Harmony series is an on-demand webinar series that covers a broad range of topics.

## CAREER MOBILITY

Sound Physicians' footprint is growing! So too are our needs for strong leaders. As a Sound clinician, 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.



If you have additional questions about leadership development at Sound or are interested in joining our leadership team, please visit [careers.soundphysicians.com](https://careers.soundphysicians.com).