



**Open to all leaders (not specific to Physicians & APCs)*

Sutter Health University
 Physician & Advanced Practice Clinician (APC) Leadership Development
 Program Recommendations by Leadership Level



New Clinician Leader Orientation (NCLO)	Principles & Practice of Clinician Leadership 1 PPCL1 (formerly Intro to Physician & APC Leadership IPAL)	Principles & Practice of Clinician Leadership 2 PPCL2 (formerly Clinician Leadership Intensive Program CLIP)	Executive Development for Physicians (EDP)
What 10 modules designed to help new leaders understand primary responsibilities, expectations, access resources and learn leadership behaviors contributing to Joy of Work. Modules are 90 minutes with (optional) pre/post assignments and supplemental tools; leader-lead and locally delivered.	What This program builds foundational, practical skills and mindset for successful leadership at any level. Participants learn about leading individual/team performance, communication, mastering influence, leading change and proactive thinking. Program consists of four (4) full-day sessions spread across four (4) months. PPCL1 is a prerequisite for PPCL2.	What This program builds upon the skills and practice of PPCL1; focusing on emotional intelligence and influence as a means to enhance communication effectiveness and gain support for projects and ideas. Program consists of a two-day retreat, 90-min virtual workshop, and final full-day workshop spread across three (3) months, and coaching.	What Designed to create a ready pool of physician leaders eligible for C-suite roles. Customized for individual needs with emphasis on education, exposure and experience assignments formed by extensive assessment and development planning with an executive coach. Entails 1 year participant commitment.
Prerequisite: None	Prerequisite: NCLO is recommended	Prerequisite: PPCL1 (formerly IPAL) is required	Prerequisite: Leadership Academy
Who New to “front line” leadership role; any physician or APC leader looking to learn or refresh essential leadership skills.	Who High potential new & established clinician leaders. Participants may be looking to learn about leadership, be more effective in their current leadership role, or those being groomed to take on new leadership roles.	Who High potential, established clinician leaders with 6 months (or more) experience in their current leadership role. Completion of PPCL1 is a prerequisite.	Who High potential physician leaders in substantial affiliate/system leadership roles, who are named successors for C-suite level roles.
How Participants are invited to attend by a supervisor or sponsor who supports their development.	How Participants are invited to apply online by a supervisor or sponsor who supports their development.	How Participants are invited to apply online by a supervisor or sponsor who supports their development.	How Nominees are surfaced via annual talent review and succession planning, approved by a steering committee with input from SH President & CEO.
When TBD by sponsoring affiliate leaders. <i>All sessions are 60 – 90 minutes</i>	When 2020 Cohort 1: Thu. 3/19; Fri. 4/24; Thu. 5/21; Fri. 6/12 2020 Cohort 2: Fri. 3/20; Thu. 4/23; Fri. 5/22; Thu. 6/11 <i>All sessions are 8am-4pm</i>	When 2020 Cohort 1: 4/9-4/10; 5/13 or 5/14; 6/25 2020 Cohort 2: 4/23-4/24; 5/27 or 5/28; 7/9 2020 Cohort 3: 8/20-8/21; 9/30 or 10/1; 10/28 2020 Cohort 4: 8/27-8/28; 9/30 or 10/1; 10/29 <i>Days 1-2 & 3 are full-day sessions from 8am-5pm; Virtual workshop is 60 min</i>	When January 2020 – January 2021
Where Access facilitator & participant materials under “Files” on MS Teams . Modules can be delivered in person or virtually.	Where Green Valley Conference Center 4830 Business Center Drive, Suite 200 Fairfield, CA 94534	Where Days 1-2 – Chaminade Resort in Santa Cruz Virtual Class – online via Adobe Connect Day 3 – Green Valley Center in Fairfield	Where Leaders attend 1 day assessment in Dublin, CA and attend courses as directed (locations TBD).
Cost to Participating Affiliate None	Cost to Participating Affiliate None (SHU cost ~\$3,000/ participant)	Cost to Participating Affiliate None (SHU cost ~\$4,000/ participant)	Cost to Participating Affiliate Starts at ~\$18,000 (customized), charged to sponsoring affiliate.