

# UPMC PHYSICIAN LEADERSHIP ESSENTIALS

The UPMC Physician Leadership Essentials program is part of a multi-year comprehensive approach to physician leadership development which will focus on multiple interventions over time to address the development needs of the entire physician employment life cycle.

The purpose is to:

- Equip physician leaders with the confidence and skills necessary to be successful.
- Identify and leverage personal and team strengths.
- Build community amongst physician leaders across UPMC.
- Monitor progress throughout their leadership journey.



The curriculum is designed around a framework which includes UPMC mission, values and leadership topics and will be centered around the UPMC Experience and physician well-being.

Quick Facts:

- **Total Length of Instruction:** 36 hours
- **Program Frequency:** Six days of six-hour instruction time each, once every two months.
- **Course Modality:** There will be two modality options available: 1) a fully virtual, synchronous experience or 2) a face to face\* experience.
- **Learning Methods:** Small group discussions, skill enhancement activities, real time case studies, role plays and projects.
- **Continuing Education Credit:** This activity is approved for the following credit: AMA PRA Category 1 Credit™. Other health care professionals will receive a certificate of attendance confirming the number of contact hours commensurate with the extent of participation in this activity.



## CURRICULUM OUTLINE

### Day 1

Strategic Leadership at UPMC  
Strengthening Your EQ  
Physician Well-being  
Your Leadership Journey

### Day 2

Fostering a Healthy Culture  
Building a Cohesive Team  
Effective Communication  
UPMC Experience

### Day 3

Time/Project Management  
Performance Management  
Developing and Retaining Talent  
HR Overview

### Day 4

Conflict Management  
Difficult Conversations  
Process/Quality Improvement  
Change Management

### Day 5

Data Analytics  
Financial Management  
Legal Overview  
Ethical Dilemmas

### Day 6

Leadership Challenge  
Cross Functional Panel  
Leadership Progress/Legacy  
Networking Reception

Who should apply:

- **Physician leaders, experienced or new to UPMC, who want to:**
  - Expand leadership skills
  - Build business acumen
  - Connect with other physician leaders

To apply:

Speak with your leadership about whether this is the best option for you. They will have the opportunity to nominate you.

*\*For the Face to Face option, should there be any safety concerns or restrictions for any of the learning days in the program, we will move that learning day to a virtual modality. We will keep all participants informed of program modality on a timely manner.*