Physician Leadership Academy
April 7-10, 2021 | Nashville, Tennessee

Why attend?

You are a Physician Leader looking to enhance your influence on the future of medicine

And you agree...

It is time to connect to a community of strategic leaders to foster your leadership legacy

And...

This Live activity, Physician Leadership Academy, with a beginning date of 04/07/2021, has been reviewed and is acceptable for up to 26.50 Prescribed credit(s) by the American Academy of Family Physicians. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Worry Free Covid-19 Registration & Pricing Policy
We understand that in light of COVID-19 you may be hesitant to register for an in-person event. We have limited our program to 32 participants to allow for social distancing and updated our cancellation policy. You can cancel your registration at any time, for any reason up to March 29, and we will issue you a full refund of your registration fee.

thereferentgroup.com
The Referent Group is one of the few Physician inspired professional development programs specifically designed to transform a physician leader.

"A recent study demonstrated physicians were more likely to trust another physician leader more than non-physician, 64% v. 14% respectively. This study also suggests that improved physician alignment within health system initiatives decreases loss of physicians to outside networks."

The Referent Group's research of past participants pre and post surveys rank the following skills as the top five greatest areas of growth in their influence as a leader.

1. Understanding as a leader, how to shape organizational culture
2. Reflecting often on personal experiences and using them to help grow as a medical professional and a leader
3. Putting a conscious effort in to shaping the morale of the individuals with which they work each day
4. Sharing my core values and showing how they align with being a medical professional and leader
5. Those I lead clearly knowing what is expected from them and why

The Referent Group has a proven track record of transformational outcomes as our research shows a significant shift in a Physician’s sense of being engaged, empowered and equipped.

- Report fewer instances of feeling fatigued and emotionally drained
- Indicate making a conscious effort to shape the morale of others they lead
- Share a deeper understanding of their leadership role within the organization

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Your Leadership Journey

April: CME Conference

Launch: Three and half days of reflection and growth…
Our CME accredited Conference is a great invitation to learn alongside strategic like-minded physician leaders while serving as the perfect jumpstart to your leadership growth.

May/July/September

Virtual Cohort Discussions: World-class teaching that facilitates life-changing perspectives…
Our cohort discussions are designed to bring your leadership “voice” to life. We have not only been awarded for our teaching excellence; our facilitators are proven leaders as well.

June/August/September

Learning Electives: Exploring essential skill sets to enhance your influence as a leader…
Our hope is that both your learning and your relationships extend far beyond our experience together fostering ongoing development of your legacy as a leader.

April-September

Coaching: One to one encouragement for personal development/leader growth…
Our certified physician development coaches will help you maximize your personal growth and development.

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Wednesday April 7
Reflection and Leader Growth
9-10 Arrival and Check-In
10 Welcome and Introductions
10:30-12 Developing Yourself as a Leader Part 1
12-1 Lunch
1-3 Table Cohort Exercise and Debrief
3-4 Leadership Case Study
4-5 Developing Yourself as a Leader Part 2
5:30-6 Journey Line Preparation
5:30-6 Wrap-up and Reflection

Thursday April 8
Leading Others
8-9 Leadership Exercise
9-10 Tactical Self-Awareness
10-12 Journey Line Discussion
12-1 Lunch
1-2 Applied Leadership Case Study
2-3:30 Fostering Trust
3:30-5 Transformational Leadership
5-5:30 Wrap-up and Reflection
6-7:30 Dinner and Guest Speaker

Friday April 9
Intentional Culture
8-9 Case Study and Cohort Discussion
9-10 Introduction to Culture
10-12 Leading Culture Practical Exercise
12-1 Lunch
1-2 Resiliency
2-3:30 Leadership Exercise / Difficult Conversations
3:30-4 Break
4-5:30 Establishing Cultures of Candor
5:30-6 Wrap-up and Reflection
6:30-8 Dinner and Guest Speakers

Saturday April 10
Your Leadership Journey
9-10 Medical Organization Case Study
10-11:30 Cohort Discussion and Reflection
11:30-12 The Way Forward

REGISTER HERE
thereferentgroup.com
OUR TEAM

We have an experienced and excellent team to accomplish the mission of keeping providers in the practice of medicine.

TOM HUSTEAD, M.D.
CO-FOUNDING PARTNER, RETIRED COLONEL

Tom graduated from West Point in the top 3% of his class and subsequently from Case Western University School of Medicine. As a retired Army Colonel, highlights from his distinguished career include being awarded Flight Surgeon of the Year for his service in combat, Outstanding Faculty of the Year for his medical teaching, and board selection as Department Chair for a family medicine residency department. As a result of his appointment by the Army Surgeon General to be the “face of military medicine” to recruit and share the Army Medicine story, Tom recognized a need and developed a passion for teaching physicians across the country to be effectively engaged leaders. In his final appointment in the military, Tom was the commander/CEO of a NATO military medical facility at the Supreme Headquarters Allied Powers Europe in Belgium. With an emphasis on servant leadership, Tom’s core conviction is that effective leadership is never about the leader, but is focused in creating a culture where those being led can flourish.

DOUG CRANDALL, MBA
SENIOR PARTNER

Doug is a graduate of West Point and the Stanford Graduate School of Business. He has led multiple units in the Army, and spent time in operations at Amazon.com. For five years, Doug taught leadership, advanced leadership, and leading organizations through change at West Point, where he won the Excellence in Teaching Award and exceeded the academy average in every area of teaching feedback during each semester that he taught. He’s the co-author of four books: Permission to Speak Freely, Say Anything, Hope Unseen, and Leadership Lessons from West Point, three of which were Amazon Top New Releases. Doug’s books have sold more than 60,000 copies worldwide and continue to gain momentum in Europe and Asia. Doug has also published articles in International Journal of Servant-Leadership and written case studies for both Stanford and Harvard business schools.

MATT KINCAID, PHD, MBA.
SENIOR PARTNER

Matt holds an M.B.A. and a Ph.D. in Leadership Studies from Gonzaga University. He has delivered hundreds of leadership talks, presentations, workshops, and training sessions, and spearheaded the efforts of four startups. In academia, Matt has lectured and facilitated more than 3,000 class sessions at two different institutions. For nearly a decade, he has been a top rated business professor, and several times has been the #1 rated instructor on campus. His co-authored leadership books, Permission to Speak Freely and Say Anything were Amazon top New Releases and highly praised by multiple New York Times bestselling authors. Matt’s work on servant-leadership has been published in both the International Journal of Servant-Leadership and the International Journal of Leadership Studies, and he has been featured in two business textbooks, both published by Pearson Prentice Hall.

GEOFF WEBB
SENIOR PARTNER

Geoff graduated from West Point with an Engineering Physics degree and commanded army units around the globe as an Apache attack helicopter pilot. Following his military career, he studied with Second City in New York, teaching improvisation while working as a professional actor. Blending his creative work with his technical experience, Geoff began to develop authentic leaders in corporate American and soon found himself transforming leaders in the world’s largest companies. At Walmart, he led a team that designed and delivered leader development for 2.1 million associates in 27 different countries. Geoff has worked with Google, Facebook, Apple, IBM, JP Morgan, HBO, Chick-fil-A, and more to create innovative, breakthrough experiences for leaders at all levels. He integrates scientific research with a uniquely human approach to help technical professionals connect with others and become better communicators, innovators, and influencers.

TODD NAILLE
CO-FOUNDING PARTNER / PHYSICIAN DEVELOPMENT COACH

Todd holds a Bachelor of Science degree in psychology from The Ohio State University and a Master of Arts degree from Ashland Theological Seminary. He has pioneered multiple non-profit ventures in new communities and most recently planted a church. Todd is fueled with an undying curiosity for learning how individuals best live in community with one another and excels at aligning mission with context. Throughout his mission-driven career, Todd has often been invited into the worst moments in the lives of others. Because he readily earns trust, he is able to remind people of the hope of living their best life. Through face-to-face conversation, Todd inspires physical, relational, and spiritual development. He has learned that personal growth always requires more work than we realize. He is known for his authenticity and vulnerability which enables him to teach and counsel with real life application.

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