

DEVELOPING PHYSICIAN EXECUTIVES: 4 KEY TAKEAWAYS



New research from Jackson Physician Search and MGMA explores why most healthcare organizations struggle to find qualified physician leaders and solutions for overcoming physician executive recruitment challenges.

1

PHYSICIANS WANT TO LEAD



67% of physicians expressed interest in leadership roles.

67%

75%

75% of organizations prioritize placing physicians in leadership positions.

TAKEAWAY:

The industry recognizes the value of physician leadership, but are physicians prepared for these roles?

2

TRAINING OPPORTUNITIES ARE LIMITED



18%

18% of physicians were offered executive, business, or administrative training in medical school.

Only 21% of organizations offer a formal leadership training program.

21%

TAKEAWAY:

Among organizations that offer leadership training programs, what are the most common elements?

3

LEADERSHIP DEVELOPMENT PROGRAMS BRIDGE THE GAP



Top four features included in physician leadership development programs.



Leader/executive coaching (76%)



Physician leader mentoring (63%)



Individual assessments (63%)



Workshops, simulations, or role-playing exercises (54%)

TAKEAWAY:

Leadership development programs provide physicians with the specific skills and experience needed to excel as leaders in their organizations.

4

A PHYSICIAN EXECUTIVE RECRUITMENT PARTNER IS ESSENTIAL



Only 13% of organizations rated it easy to find qualified candidates.

13%

71%

71% ranked candidate acquisition as the top challenge in recruiting physician leaders.

TAKEAWAY:

Finding the right physician executive can be difficult, but a trusted recruitment partner streamlines the process.

For over 40 years, we have built an extensive network of top physicians and physician executives nationwide. Our "leave no stone unturned" approach results in a leader who is an outstanding ambassador for your organization.

If your organization is recruiting a physician executive, contact VP of Executive Search Tom Rossi at tom.rossi@jacksonphysiciansearch.com.

DOWNLOAD OUR NEW REPORT TO LEARN MORE

Developing the Next Generation of Physician Executives