



Executive Leadership Program Details

1. Kickoff & Leadership Self-Assessment

The program begins with an **orientation** followed by the **CPI 260 Leadership Assessment**, a validated tool customized for physician leaders to identify strengths and areas for growth.

2. Online Core Courses (Self-Paced)

Delivered in partnership with the **American Association for Physician Leadership (AAPL)**, the five core modules include:

- **Communication:** Interpret verbal/non-verbal cues, adapt to different communication styles, and build relationships.
- **Finance:** Understand accounting basics, analyze fiscal reports, and apply financial principles to decision-making.
- **Negotiation:** Identify values, develop win-win strategies, and maximize team productivity.
- **Quality:** Apply quality improvement frameworks and foster a culture of safety.
- **Influence:** Lead effectively at team, organizational, and community levels.

Courses go live mid-January and should be completed by May/June.

3. Cohort Check-Ins & AAPL Debriefs

- **Cohort Check-Ins:** 2–3 evening Zoom meetings with the cohort chair and members (≤1 hour each).
- **AAPL Debriefs:** Mandatory evening meetings to discuss progress and address questions (≤1 hour each).

4. Electives

Participants select from advanced leadership topics such as dyad leadership, managing strategic change, HR administration, payer contracting, conflict resolution, and more. Electives must be completed within one year, up to the program's allotted budget.



5. Capstone Project

A practical project demonstrating personal growth or a solution that benefits the participant's practice, patients, or the urology field.

- Slide presentation on a leadership topic of choice
- Feedback and idea exchanges during designated debriefs

6. In-Person Meetings

- **Fall Meeting in Chicago** (late Sept/early Oct): 1.5 days of collaborative project discussion before the LUGPA Annual Meeting. LUGPA covers hotel, meals, and transportation (up to a set amount).
- **LUGPA Annual Meeting (November)**: Cohort members present their projects (3–4 minutes each) on stage in front of a large audience.