

Beaumont Physician Leadership Academy Memorandum of Mutual Commitment

OVERVIEW

To meet Beaumont's vision to become *the recognized leader in clinical quality, service and value as an independent health care system* with a deep commitment to patients and our communities, Beaumont recognizes the critical need to collaborate and partner more effectively with its physicians across the system and its affiliated clinics and practices. The Beaumont Physician Leadership Academy (BPLA) has been created in recognition that competent and mature physician leaders are essential to this partnership, and thus the Academy will focus on cultivating the rapid growth of leadership expertise among physician leaders who have the potential to make exceptional contributions to Beaumont across time—whether through project involvement, process improvement initiatives, or in specific organizational leadership roles.

This *Memorandum of Mutual Commitment* defines the joint and separate obligations of Beaumont Leadership and the physicians who have been carefully selected to participate in the BPLA experience.

OUR MUTUAL COMMITMENT

- To recognize the interdependent nature of our administrator and physician relationships in order to fully realize Beaumont's mission, vision, values and strategic priorities
- To see the development of leadership talent as a critical success factor for the future of Beaumont, and therefore to participate in the development and implementation of a robust learning experience that includes – as appropriate – both leadership and physician perspectives
- To create highly effective mentoring partnerships among administrative leaders, clinical leaders and BPLA participants to discuss Academy topics and learning in the context of their real-world application to the strategic and tactical priorities of Beaumont.
- To promote healthy leadership-physician relationships by maintaining effective communication, transparency, and a focus on understanding the value of all points of view during and following BPLA programs—thus enabling participation in leadership to become part of the expectation of physicians rather than an exception.

OUR RESPECTIVE COMMITMENTS

Beaumont Leadership

- Acknowledge and respect physician contributions to patient care and the organization
- Accept inputs and provide feedback at the outset and on an ongoing basis to assure the BPLA is well aligned to Beaumont needs and priorities
- Assure the appropriate time and financial resources to create an effective leadership learning experience from both an organizational and individual perspective
- If serving as a mentor, to fully offer knowledge of Beaumont, the 'business' and own personal executive skills balanced with building a meaningful relationship with assigned BPLA participant to understand his or her abilities and how those contribute to broader value at Beaumont
- Engage the developing talents of BPLA participants in real-world organizational plans, projects, and roles in order to advance the interests of physicians across the organization in fulfilling the broader objectives of Beaumont

BPLA Participant

- Acknowledge and respect administrator contributions to patient care and the organization
- Provide inputs and accept feedback throughout the BPLA experience in order to meet Beaumont's needs and priorities
- Invest the time to fully engage in the Academy experience—being prepared in advance, fully participating in learning discussions, attending all sessions, and meeting regularly with assigned organizational mentors and coaches. An attendance policy is attached.
- Commit to life-long learning – seek experiences that will continuously advance personal leadership behaviors and skills
- Embrace opportunities to participate as a physician leader during and following the BPLA learning experience to advance the interests of physicians across the organization as well as the broader objectives of Beaumont itself

BPLA Applicant's Signature and Date

Beaumont Physician Leadership Academy Attendance Policy

As a Fellow: By accepting the invitation to attend BPLA, you are making a commitment to both Beaumont and your BPLA cohorts. It is expected that you will arrange your schedule in advance so you are able to attend all classes, as well as meet with your coach, mentor and BPLA project group.

There are ten BPLA obligatory class sessions (two in February). For these sessions the following standards are in place

- No absence allowed for the February sessions or the presentation of your Small Group Project
- One absence allowed for all other classes
- Two absences – You will be allowed to make up a similar class in the following year in order to be considered a BPLA fellow. It is expected that you will remain active with your current Small Projects Group, mentor and coach
- Three absences – You are asked to withdraw from BPLA. If you are interested in doing so, you may reapply in the future

The courtesy of a call or email to the BPLA administrator regarding any absence is requested.

As a Mentee: It is expected that you will meet or talk with your mentor no less than three times however it is required that you do at least one meeting by the end of April.

As a Small Group Project Member with a Coach: It is in your best interest to begin regular meetings with your group no later than April and initiate contact with your coach no later than May. Feedback from BPLA alumni strongly encourages this.

BPLA Applicant Signature and Date