



## **LSLO Leadership Development Program for Physicians**

offered by Dr. Nathan Baxter, Lead Self Lead Others, Tulsa OK

**Description:** LSLO Leadership Development Program is a 3 month learning experience for Physicians to help them increase their effectiveness in patient care and relational leadership with their medical staff and peers.

**Methodology:** Dr. Baxter uses a combination of Birkman®Abilities Inventory, discovery questions, private coaching conversations, and customized developmental exercises to achieve his objectives for his clients.

### **Common focus areas of development:**

- Communication skills
- Stress management
- Self leadership skills
- Disruptive behavior
- Work / life balance

**Confidentiality:** All coaching conversations are confidential. Any reporting to others is done with the full agreement of the client.

**Duration:** 3-4 months.

**Location:** Home office at 18th & Peoria.

**Scheduling:** Flexible so that disruption to patient care is minimized.

**Process:** Individual coaching with Dr. Baxter

- Interview for candidacy and acceptance
- Birkman® assessment, exploratory questions
- Initial 2 hour coaching session followed with 1 hour coaching sessions every 2-3 weeks.

### **Phase 1: Discovery and Analysis (1-2 coaching sessions)**

- Identification of natural leadership strengths, motivational needs, and stress triggers.
- Discovery of personal and professional development opportunities.
- Overview of career path and understanding of current station in life.
- Discussion about personal and professional goals and objectives.
- Creation of a strategic development plan

### **Phase 2: Coaching for Leadership Development (coaching sessions every 2-3 weeks)**

- Creation and use of a Critical Focus List
- Updates on strategic goals
- Professional development (Leadership skills)
- Ongoing discussion of critical leadership issues / decisions