Physician and executive coaching

The MGMA Health Care Consulting Group understands the challenges that physicians and executives face. We believe that an executive coach can help these leaders gain perspective, make better decisions, diminish stress and realize the nuances in the challenges that they face to better serve their organizations.

Value

The MGMA Health Care Consulting Group’s physician and executive coaching services will help you address:

- The speed and quality of decisions
- Internal strife among team members who represent different sides of an issue
- Behavior change to improve an executive’s efficiency
- Stress management by addressing burnout in coached executives, especially physician executives

Scope of services

Physician and executive coaching services are tailored to individual and organizational needs. Coaching engagements are typically issue, initiative or behavior based. The engagement framework typically consists of:

- Clearly defining the expected outcomes of the coaching engagement and the measurements/results that will determine success for the coached executive
- Collecting data on the coached executive, with a focus on both subjective input and objective results
- Short- and long-term goal planning to realize longitudinal progress
- Issue resolution and action steps
- Self-assessed impact analysis, determining both successful and unsuccessful methods applied to various situations
- Stakeholder feedback to realize outward impact in the same variety of situations

Expected timeline

Physician and executive coaching typically takes four to nine months, with potential follow-up work pending the impact of the initial coaching.

Deliverables and outcomes

The MGMA Health Care Consulting Group delivers initial assessments, brief progress reports and a consolidated impact report at the completion of each coaching engagement. The return on investment for this work includes:

- A more effective executive as measured by both objective results and subjective behavioral changes
- Increased staff engagement, potentially leading to decreased turnover
- Improved decision making (speed and quality), leading to better results delivered more quickly
- Decreased stress levels, resulting in lower turnover, increased productivity and increased engagement

For more information about how we can help you, please call us at 877.275.6462, ext. 1877 or email us at consulting@mgma.org.