

ADDITIONAL SERVICES

Keynotes and Workshops for Organizations & Conferences

Popular topics include:

- Burnout and the Physician Brain
- Mindful or Mind Full? - Critical skills for frenetic physicians
- Self-Indulgence or Self-care? - Time to take care of ourselves
- Perfectionism - Overcoming the self-critic to create our best work
- Transforming Toxic Work Environments for Leaders
- The Neuroscience of Leading Others & Inspiring High-performance

Assessments

We provide assessment and debrief services for the EQ-i (2.0) Emotional Intelligence Assessment, VIA Character Strengths Survey, RHETI (Ruso-Hudson) Personality Assessment, and the IPEC Energy Leadership Index Attitudinal Assessment (IPEC ELI).

ProSocial Workshops for Groups

ProSocial is an evidence-based tool for rapidly cultivating group excellence through the development of psychological flexibility and psychological safety. In a one-day interactive workshop, groups will create a one year plan of actionable steps for improving their culture, interpersonal dynamics, and collaboration while reducing stress and attrition.

Organizational Consulting

We provide bespoke consulting services for organizations grappling with physician well-being and performance.

BAYLEY COACHING SOLUTIONS

Physician Coaching & Consulting

BAYLEY COACHING SOLUTIONS

Physician Coaching & Consulting



CONTACT US

INFO@SOLVINGCAREERS.COM

919 951 - 7709

HELPING LEADERS LEAD

solvingcareers.com

WHY LEADERSHIP COACHING?

To be a physician is to lead. Whether you hold an administrative title, own a practice, or oversee a multi-disciplinary team, your ability to lead is critical for achieving the best outcomes for your patients and your organization. Yet despite the critical importance of leadership skills for each of our careers, medical training does little to prepare us for the challenge of these roles.

Executive coaching is the most evidence-based process for closing this gap in your skillset. Through a structured and evidence-based process, leadership coaching can help you learn how to better manage individuals and teams, delegate, balance competing stakeholders, and create a compelling vision that others want to follow.



AREAS OF FOCUS



Transformational Leadership

- Learning how to create a powerful and specific vision for where you want to take your group
- Inspiring others to bring their best selves to their work, rather than “managing” their behavior
- Creating an environment that fosters psychological safety and group excellence



Interpersonal Skills / EQ

- Growing your emotional and social intelligence to better influence others
- Developing communication and conflict-resolution skills (esp. feedback and difficult conversations)
- Deepening your skills around coaching and mentoring others



Self-efficacy

- Strengthening your decision making and confidence
- Understanding your unique strengths and how to leverage those to the task at hand
- Establishing boundaries around the constant bids for your time and attention to focus on only what is truly important



Career Development

- Clarifying the next best steps in your career, and what you need to do to get there
- Cultivating the resilience needed for career longevity
- Aligning work and life goals for better balance

PHYSICIANS LEADERS COACHING PHYSICIAN LEADERS

To effectively coach physician leadership, it is absolutely essential to have first hand knowledge of the training, culture, and day-to-day practice of medicine. Our professionally certified executive coaches are all physicians themselves.

Furthermore, our coaches are also all experienced physician administrators. Each of them knows what it is to hold the mantle of leadership in today’s healthcare environment.

HOW WE WORK

We work with leaders throughout North America and Europe. The majority of coaching is done by Skype or by phone, allowing us to serve those who otherwise would not have access to coaching resources. This ease of access is critical given the time famine leaders experience on a daily basis.

Approximately 50% of our clients are referred through organizations such as state medical societies and healthcare employers. The other 50% of our clients self-refer. Most clients are attending physicians, but we also work with non-physician leaders in healthcare, as well as dentists and veterinarians.

Typical client engagements last 6-12 months, with hour-long coaching sessions every other week. The coaching is augmented with assessments (see additional services), materials, and books as needed to support individual coaching goals.