

Why Engage in Coaching?

- Retain valuable executives
- Provide stability during growth or change
- Develop executives for succession
- Ensure success for new executives
- Complement internal mentors
- Assist with cultural alignment



Coaching Solutions

Developing leaders to maximize their impact

Why Choose TLD Group?

- **We understand the challenges facing leaders in the healthcare ecosystem.** With a depth of expertise in the payer, provider, and pharmaceutical sectors, our coaches truly understand the unique challenges facing senior executives and medical and scientific leaders.
- **Focus on Results.** We use reliable, objective assessment and coaching methodologies that are highly predictive of future performance.
- **Customized and Contextual Coaching.** We partner with our clients and coaches to ensure the coaching engagement fits within the organizational context.
- **Coach-Client Fit.** Working with the right coach is a critical success factor. Our highly seasoned coaches have deep expertise in the healthcare industry, many of which have held similar positions as those they coach.
- **Alignment on Goals.** We include input from key stakeholders to obtain diverse perspectives and ensure alignment on goals.

Assessment and Coaching Services

- **Senior Executive Coaching:** Our coaches work with leaders across the healthcare ecosystem to drive performance and enhance results.
- **Physician Coaching:** Our team of experienced physician coaches works with medical and scientific leaders to enable them to lead change.
- **Advisory Coaching:** Our advisors are former C-level executives who act as peer coaches to the C-suite.
- **Onboard Coaching:** Our customized assessment for selection and onboard coaching promotes effective hiring and rapid integration.
- **Team Coaching:** Our team coaching promotes effective collaboration, shared decision-making, and enhanced interpersonal awareness.
- **Partnership Coaching:** Our unique partnership coaching enables executive and clinical leaders to work in service of shared clinical and business priorities.

Coaching Solutions

Our Coaching Process

- 1. Assessment.** Our coaches conduct targeted assessment interviews with the executive and key stakeholders to determine strengths and developmental opportunities. We also administer psychometric assessment(s) to assess intrinsic motivators, values, traits and personality factors that contribute to self-awareness.
- 2. Feedback.** The results of the interviews and psychometric assessments form the basis of the formal assessment feedback delivered to the executive.
- 3. Action Planning.** The coach, executive, and key stakeholders co-create the executive's development action plan specifying the coaching objectives and indicators of success.
- 4. Coaching.** The executive and their coach meet regularly over the course of the assignment where learnings are translated into practical application. Triad meetings are facilitated by the coach with the executive, their manager and human resources partner, to discuss progress against goals.
- 5. Measurement.** We proactively obtain feedback to assess progress against the original coaching goals throughout the engagement. Course corrections are applied, as needed.
- 6. Sustaining Progress and Continued Growth.** While the formal coaching program has a defined endpoint, we develop sustainability strategies for continued learning and future success.



"It has been said that the best gifts are those you don't expect. There's no better example than the results of my work with The Leadership Development Group. Candidly, I expected the usual formulaic inventory of strengths and weaknesses. I received a lesson in the practical application of perception in the workplace, and how insightful coaching can open doors to new ways of approaching situations and communicating more effectively. I'm a believer and I heartily recommend Tracy and her team."

Joseph DiPaolo, FACHE
President at Newton Medical Center
and VP, Atlantic Health System

"I have worked with TLD Group establishing dozens of executive coaching engagements at Bristol-Myers Squibb. Their coaching cadre is exceptional and their client relationship team takes the time and effort to identify coaches that meet the business need of our senior leaders."

Cody Martin
Talent Management Director
Bristol-Myers Squibb

"The team at TLD Group are consummate professionals who bring to coaching and leadership development a unique and valuable perspective on what works across the healthcare ecosystem. TLD Group has conducted valuable research on the new leadership competencies physicians need in this new era of healthcare reform, integration, and uncertainty. As coaching professionals, TLD Group's integrity and grace has earned the organization the trust of physicians and non-clinical executives alike."

Francine Gaillour MD, MBA, FACPE
Executive Director
Physician Coaching Institute

About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speakers bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

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