



Transform your leadership skills at  
**THE EXECUTIVE LEADERSHIP ACADEMY**

## Experience game-changing growth that is authentic, actionable and lasting.

The Executive Leadership Academy is a peer-based leadership training program. Designed and led by Pam Hernandez, a successful business executive and renowned business coach, the Academy identifies and strengthens 18 creative leadership competencies and identifies and lessens nine reactive tendencies that limit effectiveness at work and in life. Elements of the program include one-on-one coaching sessions, know-yourself assessment surveys, and results-driven immersion and training seminars. We customize it to fit the special needs of leaders across a variety of industries including higher education, healthcare and corporations.

The Executive Leadership Academy is a unique opportunity to gain actionable insight on your strengths and challenges. Key aspects of the program include:

### 1. Leadership Circle Profile<sup>A5</sup> (LCP)

The Executive Leadership Academy begins with the 360 Leadership Circle Profile assessment. It measures key leadership competencies and identifies tendencies that limit effectiveness (with input from supervisors, colleagues and others).

### 2. Introductory Workshop

An invigorating half day event, this workshop details the Core Leadership Framework that guides all future development work.

### 3. Leadership Development Plan

Your roadmap to success, the plan focuses you on one behavior/thinking, one creative competency and one reactive tendency you want to change.

#### 4. Accountability Circle

Individuals you interact with regularly form your Accountability Circle and offer honest, direct feedback for relevant and lasting betterment.

#### 5. Pulse Survey

Trusted members of your personal Accountability Circle rate your progress at the beginning, middle and end of the program through a near real-time survey.

#### 6. Monthly Leader Sessions

Nine strategically focused, small group sessions drive growth with peers and leadership experts. Sessions require only a 1/2 day each month.

#### 7. Monthly One-on-One Coaching:

The benefits you gain in monthly sessions are enhanced by one-by-one coaching sessions (each month in person, by phone or video)

#### 8. Assessments

In addition to the Leadership Circle Profile 360 assessment and the three pulse surveys, you will also complete the Emergenetics Profile, the VIA Survey of Character Strengths, and the Change Style Inventory all designed to provide you with insights into your leadership.

### Time Commitment

As noted in #7 and 8 above, The Executive Leadership Academy consists of 9 half-day, small group sessions, and 9 one-on-one monthly coaching sessions. Both the group sessions and individual sessions can be delivered in person or online.

### The Talent Behind The Executive Leadership Academy



#### **Pam Hernandez, Founder & CEO, The Right Reflection®**

Pam's thirty-year career in the financial services industry culminated in her role as Chief Operating Officer. Her business experience included marketing, human resources, IT, operations and strategy. Pam began The Right Reflection after receiving a Master's degree in Applied Positive Psychology at the University of Pennsylvania. Her work focuses on bringing about transformational change with organizations and individuals. Pam is certified in a number of psychological and leadership assessment tools and programs, as well as being a Professional Certified Coach (PCC) through International Coaching Federation.

#### **Contact Pam:**

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# THE PHYSICIAN'S LEADERSHIP ACADEMY - TESTIMONIALS

Recent testimonials from Leadership Academy that  
was customized for leaders in healthcare.

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"Leadership is full of nuances. To become an effective leader there are going to be challenges. Being part of the Leadership Academy taught by Pam Alfrey Hernandez has provided an avenue to express the challenges and explore ways in which to meet and overcome them. I have learned about myself and my natural tendencies as well as which of those may be more or less helpful. We have also spent time talking about moving towards a vision, building trust and how to have honest and sometimes difficult conversations. The topics have been valuable as well as pertinent to our lives. One of the things that have been most helpful to me is talking through current real-life situations. It allows us to take the topics we are learning and directly apply them to situations with which we are faced. I feel like the time has been well spent and contains information that I use throughout my career."

**Chandra Ljunggren, MD**  
Chief of OB/GYN - St. Elizabeth's Hospital

"The Physician Leadership Academy offers an opportunity for professional development unparalleled by any leadership program in which I've participated before. The unique methodology of the Leadership Circle has helped me gain a newfound understanding of where my leadership strengths lie. When added to Pam Alfrey Hernandez's compassionate and direct coaching style, I have learned how to hone and harness these strengths to effectively advance my professional and personal goals. Aside from all this, though, the frank openness and resultant camaraderie with my physician peers has been the most meaningful part of this experience. These deep connections are something that transcend professional development and are a reflection of the program's genuine commitment to enhancing the physician community one colleague at a time. This program has truly been transformational for me and I hope my peers will see the value of this amazing opportunity and rush to sign up!"

**Alëna A. Balasanova, MD, FAPA**  
Nebraska Medicine Addiction Services, UNMC Department of Psychiatry

"Leadership is about mastering the inner game. Though this is not a course in psychoanalysis, it forces introspection in to whether one's leadership power is personal or positional. Since "leaders bring the weather" it is critical for every leader to first identify their own specific characteristics that could use refinement. Through a series of classes, assessments and one-on-one coaching sessions, Pam carefully tailors her educational content to meet the unique needs of each participant. With insightful wisdom and honesty, she provides a clear reflection on leadership abilities that can result in increased influence and loyalty. This is a wonderful learning experience and I enjoy every minute of it."

**Elsie Verbik MD**  
Medical Director, Blue Cross/Blue Shield of Nebraska

"The NMA Leadership Academy has been an excellent resource for my professional development. It integrates teaching the principles of leadership with the real-life challenges and opportunities I have encountered on the job. I would highly recommend this program to Physicians in all stages of their career."

**Brian Keegan, MD FACP**  
Director of Hospitalists, Faith Regional Health System