



The Physician Executive's Coach

Providing Leadership Advisory Services to Physicians

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The concept of executive coaching for corporate executives is well documented in the literature. Over the past 23 years similar services specifically adapted for physicians in senior leadership roles in academic medicine have been provided by a small number of individuals with leadership experience in the field of academic medicine, coupled with training and experience in leadership coaching. Publications in **Academic Medicine** and **Academic Physician and Scientist**¹ speak to the contributions made by such individuals to the success of physicians and scientists assuming senior leadership positions.

David J. Bachrach, The Physician Executive's Coach

David Bachrach is well qualified to provide leadership coaching to physician leaders. His *curriculum vita* is available, along with a list of client organizations and an accounting of the disciplines of the nearly 200 physician leaders coached during the past 23 years (references are available²).

Mr. Bachrach's qualifications to provide these services are summarized below:

- Degrees in Psychology (BA) and Business (MBA in Healthcare Administration). He is a Fellow in the American College of Medical Practice Administrators (FACMPE) and a Life Fellow in the American College of Healthcare Executives (LFACHE). He has held leadership roles and received awards for achievement from healthcare and academic professional organizations.
- More than 48 years of leadership experience in academic medicine, including 12 years of senior leadership at the University of Michigan and 10 years at the University of Texas M.D. Anderson Cancer Center during which time he served as Executive Vice President for Administration & Finance (8 years) and Associate Professor/Professor of Health Services Management (10 years). More than 23 years in full-time practice providing leadership coaching exclusively to physician executives in academic medicine.
- Mr. Bachrach's interest in the development of physician leaders began in the early 1980s when he was appointed to serve *ex officio* on all Chair-level search committees

¹ After more than ten years of publication this periodical is no longer in print, although its articles are archived by and available from the Association of American Medical Colleges (AAMC).

² All work performed by the Physician Executives' Coach is confidential and the names of physician leaders engaging in such services are not shared except with their explicit prior approval which, when requested, has always been made readily available.

at the University of Michigan Medical School. It was the Dean's intent that Mr. Bachrach bring to the search process consideration of leadership potential as candidates were vetted for these positions. Mr. Bachrach was then instrumental in the orientation process for all new Chairs. One of the charges given to him by Charles A. LeMaistre, MD (President of UT M.D. Anderson), as a part of his scope of work and concurrent appointment as Associate Professor [later promoted to Professor] of Health Services Management, was to establish a leadership development program for physicians, scientists and senior level administrators at UT M.D. Anderson. Leading this initiative with essential contributions from several others from the faculty and staff, Bachrach established this first program of its type (referred to as "The Rice Program" because it was conducted through the Executive Business Programs at Rice University's Jones School of Business) at the University of Texas Health Components and it became a model for similar programs established elsewhere. One-hundred of UT M.D. Anderson's leaders went through the program in its initial three years.

- Over the past 23 years Mr. Bachrach has provided leadership coaching services to nearly 200 physician executives at more than 40 academic medical centers. Several of these institutions have turned to Mr. Bachrach to work with multiple Candidates, and many Candidates have elected to work with Mr. Bachrach for five or more years; some for as long as 14 years. In some cases, Mr. Bachrach's work with individuals has transcended the Candidate's transition from one position to another (and one institution to another) as they assumed greater responsibilities.
- Mr. Bachrach has been recognized for his contribution to, and leadership in the fields of higher education, academic medicine and executive coaching. He has published extensively in the field, and served as an invited speaker at a number of academic society leadership courses, including The Association of Professors of Gynecology and Obstetrics (APGO), The Council on Resident Education in Obstetrics and Gynecology (CREOG) and Council of University Chairs of Obstetrics & Gynecology (CUCOG); The Society of Chairs of Academic Radiation Oncology Programs; The Association of Professors of Medicine (Chairs of academic departments of Internal Medicine); The Society of Academic Emergency Medicine (Chairs of academic departments of Emergency Medicine); and many presentations to the forums of administrators in these and other specialties. Further, Mr. Bachrach served on the faculty of the Executive Leadership in Academic Medicine (ELAM) Program for 15 years, and has provided individual coaching, *pro bono*, to graduates of the program preparing to compete for leadership positions. He has provided similar services to an increasing number of women and men physicians in recent years.
- Mr. Bachrach serves as a member of the Board of Trustees of Ithaca College in Ithaca, New York. He co-Chaired the Educational Affairs Committee and has served as a member the Enrollment & Communications Committee, the Governance, Assessment &

Compensation Committee, the Buildings & Grounds Committee, and for two years on the Executive Committee.

- While Mr. Bachrach's work with Candidates is often intense and complex, he characterizes his work as, *doing whatever it takes to guide the Candidate as s/he builds competence and confidence in her/his role as a physician executive*. To these ends, Mr. Bachrach takes on relatively few Candidates at a time and is available *via* phone/Internet/Skype/Zoom/FaceTime at virtually any time between scheduled sessions to support the needs of those with whom he is working. Candidates speak readily of his accessibility and commitment to their success and well-being.

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