Management Development Program

Program Objective
To attract, position, develop, and advance talent for targeted management and leadership positions within Emory Medicine.

Program Description
Emory Medicine’s Management Development Program seeks to attract, position, develop, and advance talent for management and leadership positions. Within three to five years, participants will progress through the three phases, resulting in the opportunity to fill a permanent leadership position upon completion of the program. Participants have the opportunity to join an emerging leader network group, learn from mentors and executive leaders, and participate in continuing professional development.

Emory Medicine Office of Development Programs Overview
Emory Medicine is the strategic alignment of Emory Healthcare and the Emory School of Medicine by which the entities deliver on the tripartite mission of patient care, research, and teaching to better serve our patients and learners. Through this alignment, the Emory Medicine Office of Development Programs endeavors to attract, position, develop and advance premier talent to be future leaders in academic health.

Candidate Profile
- Master’s degree in business administration, health care administration, or public health.
- Previous health care experience in system, inpatient, or practice setting is preferred.
- Excellent project management, organizational, communication, prioritization, financial, and business management skills.
- Ability to establish working relationships, influence decisions, and think creatively and strategically.

Program Structure
Within three to five years, depending on the individual’s ability to demonstrate the mastery of core competencies, each candidate will progress through three phases, resulting in the opportunity to fulfill a permanent leadership position.

Placement Process
Participants are placed in full-time roles according to their interests and organizational need. The Office of Development Programs works closely with MDP participants and leaders to ensure mutually agreeable and beneficial matches.

Management/Supervision
- Analytical Ability
- Communicating

Relationship Management
- Industry Knowledge
- Financial/Budgeting

Reporting/Data Management
- Technical Knowledge

Participants work toward mastering a set of core competencies divided into 3 phases, with 2 levels in each phase. Advancement to the next level is based on Rater Reliability Sessions where MDP leaders, sponsors, management, and Emory executives discuss each participant’s performance and provide feedback. Participants must demonstrate mastery of competencies in each level to advance.
**Management Development Program**

**Professional Development Opportunities**

**Emerging Leader Network Group:** Future and current leaders from within Emory or outside the organization discuss issues relevant to the healthcare industry and relevant to participant growth as a leader.

**Executive Leadership Meetings:** Participants rotate among key executive and leadership meetings to gain awareness of decision making processes, challenges, and positively impact the effectiveness of the meetings.

**Improvement Projects:** On a rotating six month schedule, participants are assigned to a project to gain experience outside their daily responsibilities.

**Sponsorship:** Sponsors for MDP are members of executive leadership at Emory who will work with participants and their leader on personal and professional development.

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**Application Requirements**

To be considered for the Management Development Program, applicants must submit the following:

- Current resume
- Two letters of recommendation (one professional & one academic)
- Unofficial graduate school transcript
- Candidates are asked to address the following questions in written form:
  1. The success of the Management Development Program can be attributed to the fact that it is a mutually beneficial relationship. What are you most looking forward to gaining from this experience, and what are you most excited to contribute to the organization? (maximum 500 words)
  2. What stimulated your individual interest in academic medicine? (maximum 250 words)

- Please choose and compose a written response to ONE of the following questions:
  - What is your most significant accomplishment, and why? (maximum 250 words)
  - Please describe a time when you found the courage to step outside of your comfort zone to do something unexpected and completely unlike you. Why did you take the risk? What did you learn from the experience? (maximum 250 words)
  - Describe a setback or failure you have experienced. What role did you play, and what did you learn about yourself? (maximum 250 words)
  - Whether it is “sharing is caring” or “haste makes waste,” we all have lessons that will never leave us. What lesson are you most grateful to have learned? (maximum 250 words)

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**Application Process**

- All application materials should be submitted online at [http://www.emoryhealthcare.org/careers/search-careers.html](http://www.emoryhealthcare.org/careers/search-careers.html). Supplemental items noted above should be submitted as attachments to candidate profile when completing the online application for employment with Emory Healthcare.

For additional questions, please contact:

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