LEADERSHIP, COACHING, AND MENTORING PROGRAMS FOR FAMILY MEDICINE

The following list was gathered together by the ADFM Leader Development Committee

Last updated: Oct. 24, 2023

PROGRAMS WITH SIGNIFICANT MENTORING:

- **Association of Departments of Family Medicine**: ADFM LEADS Fellowship: Leadership Education for Academic Development and Success – for faculty aspiring to be senior leaders. Link: [https://www.adfm.org/programs/leads-fellowship/](https://www.adfm.org/programs/leads-fellowship/)
- **Association of Departments of Family Medicine**: Administrator’s Mentorship Program. A formal mentoring program that pairs seasoned ADFM Administrators with new ADFM Administrators (less than 3 years) in family medicine departments that are closely related. Link: [https://www.adfm.org/programs/administrators-mentorship-program/](https://www.adfm.org/programs/administrators-mentorship-program/)
- **Association of Departments of Family Medicine** also offers New Chairs Advising and an Interim Chair Hotline. Link: [https://adfm.org/programs/new-chair-programs/](https://adfm.org/programs/new-chair-programs/)
- **Society of Teachers of Family Medicine**: both offers and lists on its website multiple Family Medicine leadership/mentorship opportunities at various developmental stages from several organizations – from the ABFM Visiting Scholars Program to the Family Medicine Health Equity Fellowship Program to the Emerging Leaders Fellowship Link: [https://www.stfm.org/facultydevelopment/otherfacultytraining/leadershipdevelopmentopportunities/overview/](https://www.stfm.org/facultydevelopment/otherfacultytraining/leadershipdevelopmentopportunities/overview/) STFM also offers a Virtual Coach Program - [https://www.stfm.org/virtualcoachingprogram](https://www.stfm.org/virtualcoachingprogram)
- **North American Primary Care Research Group**: Grant Generating Project (GGP) for budding researchers. Link: [https://napcrg.org/programs/grantgeneratingproject-ggp/grant-generating-project-ggp/](https://napcrg.org/programs/grantgeneratingproject-ggp/grant-generating-project-ggp/)
- **Association of Departments of Family Medicine Residency Directors**: National Institute for Program Director Development (NIPPD) – development program to enhance knowledge, attitudes, and skills in order for participants to become effective residency program directors. Link: [https://www.afmrd.org/page/about-the-nipdd-fellowship](https://www.afmrd.org/page/about-the-nipdd-fellowship).
- **American Academy of Family Physicians**: Finding a mentor in medicine. Link: [https://www.aafp.org/students-residents/medical-students/begin-your-medical-education/finding-a-mentor.html](https://www.aafp.org/students-residents/medical-students/begin-your-medical-education/finding-a-mentor.html)
- **Robert Graham Center**: Robert L. Phillips, Jr., Health Policy Fellowship Program - one-year fellowship in health policy and faculty development - Link: [https://www.graham-center.org/rgc/scholars-fellows/fellowship-program/about.html](https://www.graham-center.org/rgc/scholars-fellows/fellowship-program/about.html)
● **Teaching of Tomorrow**: sponsored by the Departments of Family and Community Health, IM, and Peds at UMass) – two weekend program in Central/Western Mass. Two levels are offered - Track 1 - Foundation of Clinical Teaching and Educational Planning and Track 2 - Building Your Career as a Clinician Educator. Link: https://www.umassmed.edu/cfdc/teaching-of-tomorrow/

● **American Association of Medical Colleges**: various in-person programming for different career stages and positions – seminars for Early Career Women Faculty Leadership Development to Leadership Educational and Development (LEAD) Certificate Program. Link: https://www.aamc.org/professional-development/leadership-development


● **American Association for Physician Leadership.** Offers Advanced Degrees and Certification Programs for physician leadership, including a Certified Physician Executive (CPE) program and master’s program. Link: https://www.physicianleaders.org/education/physicians

● **Health Management Academy Physician Leadership Program.** Limited to health systems who are members of the Academy. 6-month program designed to accelerate leadership growth. Academy GE Fellows program, 2-year program focused on senior leader development. Links: https://hmacademy.com/leadership-development/physician-leadership-program/ and https://hmacademy.com/leadership-development/ge-fellows/

● **National Center for Faculty Development and Diversity**: range of programs that include free programming to a Faculty Success Program, a 12-week coached program with weekly videos, daily check-ins, and weekly coaching calls. Link: https://www.facultydiversity.org/ and www.facultydiversity.org/fsp-bootcamp

**OTHER CONSIDERATIONS:**

● There are many, top tier degree programs in Healthcare Management. These include MBA with a healthcare focus, Master’s in Public Health, Master’s in Medical Management, Master’s in Health System’s Administration. Many have “executive” format which facilitates on-line learning, evening/weekend with intermittent on-site coursework over the course of 1-2 years.

● **Zen Leader**: Most people struggle to stay effective and energized in these wildly disruptive times; we combine the Zen breakthrough of ego with embodied leadership skills, so they can lead with purpose, joy and resilience and get breakthrough results. Link: https://zenleader.global/
"Family of FM" list of leadership development opportunities kindly housed by STFM: https://stfm.org/facultydevelopment/otherfacultytraining/leadershipdevelopmentopportunities/overview/

GBA Professional Development Toolkit: https://www.aamc.org/career-development/affinity-groups/group-business-affairs/gba-professional-development-toolkit

OTHER RESOURCES:

- Developing a Culture of Mentorship to Strengthen Academic Medical Centers Choi, Augustine M.K. MD; Moon, Jennifer E. PhD; Steinecke, Ann PhD; Prescott, John E. MD Academic Medicine: May 2019 - Volume 94 - Issue 5 - p 630-633 doi: 10.1097/ACM.0000000000002498
- Independent investigator incubator (I³): a comprehensive mentorship program to jumpstart productive research careers for junior faculty John Paul Spence, Jennifer L. Buddenbaum, Paula J. Bice, Julie L. Welch & Aaron E. Carroll BMC Medical Education volume 18, Article number: 186 (2018)