Program Content and Structure

**What is the Advisory Board Fellowship?**

The Advisory Board Fellowship is a rigorous 18-month, Washington, D.C.-based leadership development program that prepares emerging executives to become health care’s next generation of leaders. The Fellowship offers an executive-oriented curriculum steeped in leadership, business, and health care management. This leadership journey will provide the perfect stepping stone for senior leaders to assume greater responsibility and to be fully prepared for executive-level roles.

Features include:
- Intensive classroom learning, including business case study and small peer working groups
- Self-assessments, including 360 and Reflected Best Self assessments
- Onsite study visits to Capitol Hill and leading health care institutions
- Expert guest presentations by health care thought leaders
- An experiential Practicum Initiative
- A structured alumni program

**What topics does the Fellowship address?**

In each of the six educational Intensives, Fellows will explore issues directly relevant to their personal leadership development and their organizational leadership needs:

- **Intensive 1**: Helps Fellows better understand the challenges associated with executive leadership while reflecting on their own leadership development needs.
- **Intensive 2**: Explores the impact of new and evolving forces such as changing demographics, economic realities, and health policy that are altering the healthcare landscape.
- **Intensive 3**: Focuses on organizational strategy and direction setting.
- **Intensive 4**: Explores principles of operational and financial management and the technology that supports these critical elements of organizational infrastructure.
- **Intensive 5**: Addresses physician alignment and the deployment of human capital.
- **Intensive 6**: Examines future health care systems and the scenario planning needed to prepare for what lies ahead.

**What is the Practicum Initiative?**

The Practicum Initiative is a Fellow-led, high-impact leadership experience that provides Fellows an opportunity to design and execute on a project of strategic importance to their institution. Fellows work under the guidance of an organizational Sponsor to identify initiatives which will contribute to their organization’s strategic agenda. The Practicum emphasizes initiatives’ relevance, impact and results while giving Fellows a high-visibility opportunity to advance their organizations’ key priorities.

**Who teaches the Fellowship?**

The Fellowship is taught by the Advisory Board’s most experienced, expert Faculty members, each of whom specializes in executive development. Trained in the Harvard case method, experienced in matters related to health care leadership and deeply familiar with the full range of the Talent Development portfolio, our full-time Faculty have delivered workshops to leading hospitals in countries across North America, Europe and the South Pacific.

If you are interested in personally participating in the Fellowship or believe individuals at your organization would be strong Fellowship candidates, please contact Jon Roberts at RobertsJ@advisory.com for registration details.
Why the Advisory Board Fellowship

Why is it critically important to invest in Senior Leadership Development?

Strong leadership is critical to successfully navigating today's evolving health care environment. In order for senior executives to be ready to meet the new demands that will be placed on them in an increasingly interconnected world they require a constant refinement of skills. As new pressures – market, technological, demographic – alter the health care terrain, hospitals must cultivate a senior leadership team that will be ready to respond to both anticipated and unanticipated changes by ensuring that processes and organizational talent are appropriately aligned in order to execute evolving strategies. Organizations must therefore begin thinking about their future leadership strategies today.

The Fellowship supports organizational development by:

- Building a leadership pipeline that strengthens succession planning
- Recognizing and rewarding high potential leaders through participation in a premiere talent development program
- Boosting retention of organizations’ best talent as they feel supported for advancement

What are some benefits to participation in the program?

Sponsoring organizations are the primary beneficiaries of this investment in leaders. Because the Fellowship addresses topics that are directly relevant to the financial, operational and strategic management of hospital systems, new insights will begin to positively inflect Fellows’ performance during the course of the program.

Another immediate benefit of the Program is the Practicum Initiative. It provides Fellows an opportunity to identify and lead high-impact projects which are aligned with their organization’s strategic objectives.

Fellows will also enjoy life-long access to a network of leaders from across the full health care spectrum with whom they can share perspectives, engage in debate and learn about new trends in health care. Our dedicated faculty team will also routinely provide new health care leadership insights through blog postings and discussion boards.

How does the Advisory Board Fellowship compare to an MBA and other executive development programs?

We offer an executive-focused curriculum that delivers the quality and depth of instruction that rivals any MBA program in an accelerated 18 month format. Furthermore, our curriculum has an explicit health care focus that is particularly relevant to the leadership needs of rising hospital executives.

The Advisory Board Fellowship consists of an integrated series of six, three-day “Intensives,” carefully structured and sequenced to deliver a more coherent and integrated learning experience than typical professional certification programs.

Selection and Enrollment

Who are the prime candidates for a program like this?

Our Fellows are an elite group of high-performers who are on the cusp of moving into more senior, executive level roles at their organizations. Past cohorts have included Vice Presidents, Assistant Vice Presidents, Directors and Clinicians from hospital systems of all kinds ranging from large, urban systems to small, rural, community hospitals.

What are the enrollment deadlines?

Although enrollment is on a rolling basis, we cap participation and therefore cannot guarantee spots once enrollment numbers are reached. At that time, prospective Fellows are encouraged to register for a subsequent cohort or to join the waitlist.