The Advisory Board Fellowship

Future Challenges Will be Met by Current High Potentials
Rising Executives the “Sweet Spot” for Investment

Our research shows that health executives struggle to effectively plan for the next generation of leaders. Succession planning as a concept sounds simple, but is challenging in practice.

Rising executives are the ideal confluence of leverage and responsiveness. The quickest route to future executive stability is to identify these likely candidates and “overwhelm” them with support based on three crucial elements:

1. Industry insight
2. Strategic perspective
3. Executive relationships

The Fellowship in Brief
Core Pillars of the Fellowship Experience

The Advisory Board Fellowship is a program geared toward high-potential, rising executives. It is an 18-month growth experience centering on a series of learning intensives with a cohort of peers from across the nation, which gathers at The Advisory Board Company’s national campus in Washington, D.C.

Core Curriculum
Building Peer Accountability
New perspectives and ideas, and the constant classroom drumbeat to “provoke,” expand horizons

Practicum Initiative
Impact and Reinforcement of Learning
A signature initiative that provides Fellows with a high-visibility opportunity to showcase leadership acumen in advancing priority objectives through complex, cross-system projects

360-degree assessment
Individual Development Planning
Comprehensive feedback process and Advisory Board proprietary development planning tool create customized plan for each individual

Networking and Relationship Building
Creating a Global Strategic Lens
Collaboration with peers from own organization—and top systems nationwide—activates network for long-term support and sharing
Talent Development

A World-Class Curriculum for Future World-Class Leaders

18 Months of Education...

Intensive 1
The Leadership Differential
- Recognizing Exemplar Leadership
- Building Strong Leadership Fundamentals

Intensive 2
The Health Care Ecosystem
- Interpreting Ecosystem Forces
- Building Organizational Resilience
- Connecting with Community/Policy

Intensive 3
The Strategy Advantage
- Understanding Market Dynamics
- Formulating Strategy
- Aligning and Communicating Strategy

Intensive 4
The Calibrated Enterprise
- Mobilizing Health Care Finance
- Maximizing Operational Strength

Intensive 5
The Talent Multiplier
- Optimizing Individual and Team Performance
- Aligning and Engaging Physicians

Intensive 6
The Envisioned Future
- Envisioning the Future of Health Care
- Building Leadership Culture
- Showcasing Practicum Presentations

...A Lifetime of Value

Spring 2017 Cohort *closed*

Intensive One: May 10-12, 2017
Intensive Two: September 20-22, 2017
Intensive Three: December 6-8, 2017
Intensive Four: March 7-9, 2018
Intensive Five: June 6-8, 2018
Intensive Six: September 19-21, 2018

Fall 2017 Cohort *open for registration*

Intensive One: September 11-13, 2017
Intensive Two: February 7-9, 2018
Intensive Three: May 9-11, 2018
Intensive Four: August 8-10, 2018
Intensive Five: November 7-9, 2018
Intensive Six: February 26-28, 2019

Option to Create a Fellowship within Your Own Organization

For some organizations, a bench of five to ten rising senior executives won’t meet the full executive succession planning need. For larger systems, the need also includes rising executives at the facility level. In these cases, a “private label” Fellowship, on the backbone of Fellowship curriculum and faculty, can provide a parallel, complementary experience locally and at greater scale.

1 National Cohort
- Up to 3 D.C. Fellows
- Coach/mentor local Fellows
- Guide local practica

2 Local Cohort
- 35 local Fellows
- Advisory Board content, faculty
- Local information ingrained

3 Local Flavor
- Local execs participate
- Local community or political connections

4 Systemness
- Networking across siloes
- Alignment with system goals

For more information, please contact talentdevelopment@advisory.com.