

# NEW HAMPSHIRE **PHYSICIAN**

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## **Advocating for Medicine of the Future**

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# The NH Physician Leadership Development Program

## Empowering Physician-Leaders and Building Skills for a Changing Healthcare Landscape

*The New Hampshire Physician Leadership Development Program (NHPLDP)—a collaborative initiative between the New Hampshire Medical Society, the New Hampshire Hospital Association, and the University of New Hampshire's Paul College of Business and Economics—is now enrolling its next cohort, set to begin in September.*

*To explore what makes this program uniquely valuable for physicians, we sat down with NHPLDP faculty members Paul Lane, Ph.D., and Jennifer Griffith, Ph.D. Their insights shed light on how the program equips physicians with the leadership skills needed to thrive in today's complex healthcare environment. The following article highlights key takeaways from that conversation.*

Physicians today are facing an evolving professional landscape. Beyond delivering high-quality care, they're expected to lead multidisciplinary teams, drive organizational change, manage financial and quality outcomes, and navigate increasingly complex systems—all in an environment often marked by rapid change and competing demands. Yet, as Faculty Director Peter Lane, Ph.D. notes, "Their medical training does not prepare them for that. The NH Physician Leadership Development Program [offered through UNH's Paul School of Business] addresses these challenges head-on."

According to co-faculty Jennifer Griffith, Ph.D.: "This program helps physicians step into leadership with intention," offering them "practical, repeatable tools to lead through change, manage conflict, and foster engagement within their teams."

The curriculum unfolds over four semesters, balancing theory with practical application. Dr. Lane explains, "The first year focuses on assisting participants to understand better who they are as leaders...how to work more effectively with others, how to think strategically, and how to lead change." In the second year, the focus expands to include sessions on healthcare finance and quality improvement, taught by experienced industry professionals. The result? A toolkit physicians can put into practice immediately.

One of the most striking features of the program is its ability to spark profound self-awareness. Both Lane and Griffith describe participants having "ah-ha moments" that shift their understanding of leadership. Dr. Griffith recalls that many are surprised to learn "how much leadership is about how you show up—not just what you know." Sessions on emotional intelligence, feedback, and difficult conversations resonate especially deeply. As Dr. Lane adds, "Some big 'ah-has' occur when participants realize how their values guide the way they handle conflict."

What distinguishes this program from general leadership training is its direct relevance to the realities of medicine. Dr. Griffith explains, "The cases, questions, examples, and conversations reflect what physicians actually



Peter Lane, PhD  
NHPLDP Faculty Director



Jennifer Griffith, PhD  
NHPLDP Faculty

*"Leadership in healthcare is essential, and developing those skills doesn't have to feel abstract or overwhelming. It can be energizing and immediately impactful!"*

deal with: competing demands, interprofessional teams, moral distress, burnout.” Dr. Lane emphasizes the value of peer learning: “There is a lot of peer-to-peer learning when you spend four semesters working with other healthcare leaders...They form a mutual support network that lives on after the program.”

The results speak for themselves. Dr. Lane recalls one participant who was highly skilled clinically but unsure how to lead a team. “The program taught them how to understand different team members’ motivations, constructively manage tension, and create a shared sense of purpose.” Dr. Griffith shares another powerful example: “One participant finally addressed a long-standing tension with a colleague. That conversation, which they’d avoided for months, ended up clarifying the core issues and improving the team dynamic.”

To prospective participants, both instructors offer encouragement. “If you’re thinking about it,” says Dr. Lane, “it’s probably because people already see you as a leader, or because you’re ready to grow professionally.” Dr. Griffith adds, “Leadership in healthcare is essential, and developing those skills doesn’t have to feel abstract or overwhelming. It can be energizing and immediately impactful!”

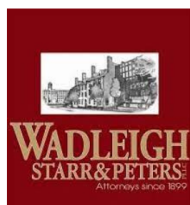


Beyond the curriculum, both Lane and Griffith express deep respect and admiration for the physician-leaders they teach. Dr. Lane calls them his “favorite students to teach,” citing their intelligence, curiosity, and commitment to learning. Dr. Griffith reflects, “They care a lot, and they want to get things right, even when the path isn’t clear. Leadership in medicine is deeply human work.”

Ultimately, this program is not just about teaching leadership—it’s about transforming how physicians see themselves, their teams, and their impact. As Dr. Griffith so eloquently puts it, “Leadership development matters because it ripples outward in every direction.” ■

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*Thank you for your support!*







University of New Hampshire  
Peter T. Paul College of Business and Economics

**Now Enrolling for  
September 2025**

# New Hampshire Physician Leadership Development Program

The program is targeted to practicing physicians and advanced healthcare leaders who have taken on increasing levels of responsibility in their careers and aspire to be outstanding leaders. The NHPLDP is beneficial to leaders with diverse backgrounds in health care, including within care delivery, policy, administration, and global health.

## Ideal candidates will possess:

- A desire to help shape the future of healthcare
- A willingness to learn and grow as healthcare leaders
- A drive to influence the practice of medicine within your practice or health system

For more  
information

SCAN ME



**"This program really brings up issues and behaviors that I have been able to identify and use immediately in my position as President of the Medical Staff. These are the things that challenge me as a leader, and it is helpful to gain skills and practice those skills."**

— PARTICIPANT, 2018-2020 COHORT

## Program Eligibility Requirements:

- Commitment to complete the entire two-year curriculum.
- 3-5 years experience and an interest in executive leadership.