

June 11, 2025

## **Carry Water Coaching Individual Physician Leadership Program**

Carry Water Coaching offers individual and longitudinal leadership coaching sessions for physicians at all stages of their career and leadership roles.

Sessions are specifically tailored to meet the unique needs of each physician. In general, each physician coach:client relationship begins with a coaching arc of 6 one-hour sessions over an approximate 2-3 month time period. Further sessions and coaching arcs can then continue depending on what is needed and wanted by the physician client.

The underlying philosophy of this individualized physician leadership coaching program recognizes that successful leadership of any process, program, or people begins with the ability to truly lead oneself. Without authentic insight and awareness of one's genuine self, responsible and effective leadership of anything of value is essentially impossible.

Holding true to this tenet, the 6 session coaching arc explores and helps bolster the following concepts, skills, and realizations for the physician client:

1. Generate greater awareness and understanding of one's values, goals, strengths and weaknesses. Specifically consider how they influence and attune individual leadership style, focus, and agency.
2. Appreciate what it means to be authentic and how best to take responsibility for how one shows up as a leader, a physician, a colleague, a teammate, a friend, a community member, and almost any other human role one is involved in.
3. Enhance and effectively implement constructive and collaborative leadership skills around meaningful insight, connection, and communication.
4. Understand the personal and occupational drivers of physician burnout and the importance of leadership-driven psychologically safe(r) organizational culture.
5. Bolster compassion and acceptance; in both self and others.
6. Consider leadership challenges of change, conflict, and disruption. And how to work, respond, and be present with courage, humour, and compassion.

Between sessions throughout the program, physician clients will complete a strengths inventory and review several reflective readings and practices.

Total cost for the 6 sessions, assessments, and reflective work is \$1200.