

From the Clinic to the C-suite™

HelixMD



HelixMD: Research based Physician Leadership Development & Recovery

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Solutions/HelixMD

The research:

33 physicians, 10 years, one clear pattern

Two qualitative studies examined physician leader transitions (Lord & Schechter, 2016; Lord, Kodama, & Granzotti, 2025)

- Consistent themes emerged:
 1. Disillusioned with the system
 2. Sink or swim leadership socialization
 3. Threats to identity and authenticity
 4. Isolation and moral injury “cumulative workplace distress”

“I worked 80 hours a week, and I was angry...80 hours a week. It took a direct toll on my marriage and family”

The pattern:

Traditional physician leadership is lacking or all out failing

Physician leadership fatigue is not a personal failure, it's a system signal

- Physicians are often promoted with minimal preparation, inconsistent support, unclear authority
- We labeled these the three co-morbidities of physician leadership fatigue
- One in five physicians are planning to leave current practice within two years “**what’s your exit strategy**”?
- Traditional resilience interventions fail to address the root cause
- Many tired, frustrated physicians are misread as disruptive

The three co-morbidities of Physician Leadership Fatigue

- Lack of LD
 - Disparate
 - Left to boil the ocean
- Little if any support
 - Passive at best leaving many feeling stranded
- Loss of professional identity
 - Slow erosion of purpose, identity, and relationships

From the clinic to the C-suite



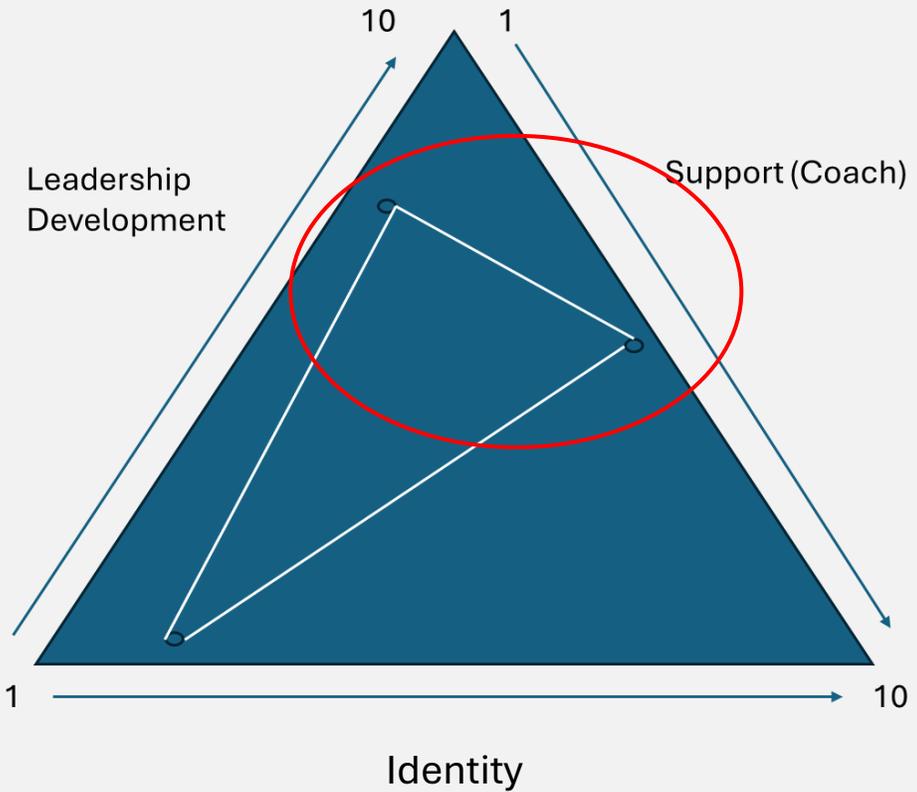
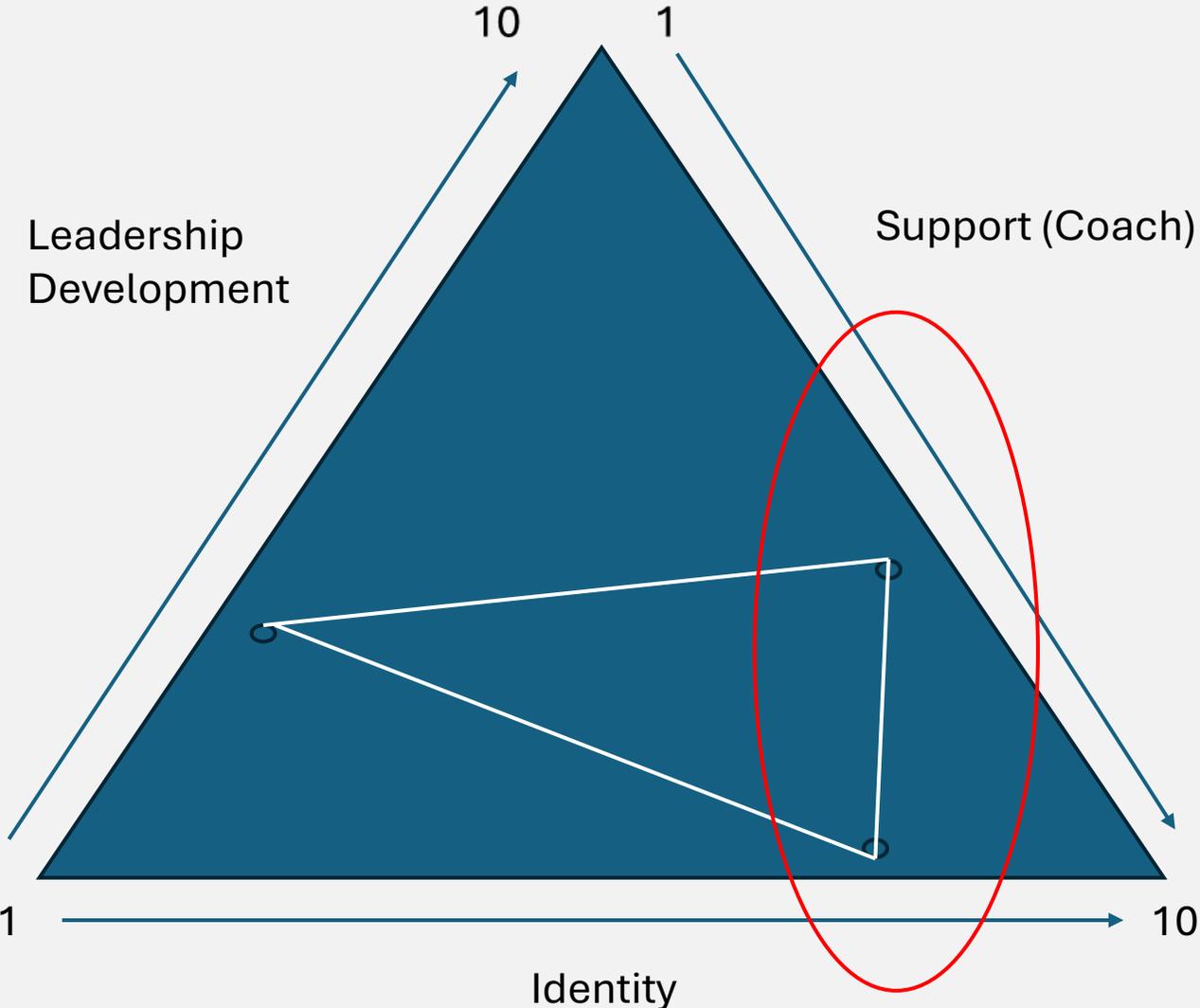
Our framework

HelixMD is different:

Research-based, nervous system aware leadership path

- Nine month path – three modules (Track A)
 - Module one: self & recovery
 - Module two: teams & culture
 - Module three: systems & change
 - Physician case study
 - Project focus with real tools
- Blended format:
 - Self-paced didactic
 - Live virtual sessions: leadership labs (18 hrs)
- Teas-based assessment
- Personal recovery book
- Leadership toolkit
- Dedicated coaches
 - Peer-physician
 - Leadership recovery
- Participant navigator
- Executive – Physician Partnership coaching
- On-going classes
 - AI, facilitation, mentoring
- Women’s only cohort
- Executive team

Teas-Based scale: Creating a specific, prescriptive experience rather than a sneeze



What sets HelixMD apart

- Grounded in original research
- Addresses co-morbidities not just symptoms
- Starts with nervous system identity, not just competencies
- Recovery oriented, not performance oriented
- Includes concierge level support
 - Navigator
 - Personal recovery plan
 - Rapid consult access
 - Tools

Feature	HelixMD	Most Competitors
Research Foundation	Built on original qualitative research with 33 physician leaders (Lord et al., 2015, 2016)	Generic leadership models borrowed from corporate or academic settings
Co-morbidity Framework	Addresses lack of leadership development, laissez-faire support, and loss of professional identity directly	Focus on competencies and skills; rarely address systemic root causes
Nervous System & Identity Focus	Starts with nervous system regulation and identity work before teams and systems	Begins with org charts, models, and competencies
Recovery Orientation	Explicitly frames leadership fatigue as treatable and reversible	Performance-focused; wellness as add-on
Concierge Support	Leadership Navigator, Personal Recovery Plan, rapid consult sessions included	Coaching often optional or limited
System Alignment	Can integrate with existing PLD; shared language across cohorts and sites	Stand alone programs; no lexicon continuity
Aggregate Reporting	Pre/post assessment + organizational insights report included	Often individual-only or no outcomes reporting

Value for health systems: A coherent backbone for PLD

- Consistent curricula and language across your cohort and organization
- Integrates coaching, project tools, wellness under one research-anchored narrative
- Improved leadership capability tied to patient outcomes, quality, and retention
- Kirkpatrick Level three evaluation and assessment
- Steward a cohort in support of your needs
 - Cohort composition
 - Pre cohort launch: align goals and expectations – build in any system specifics
 - Post cohort launch: aggregate findings and suggested next steps

Value for ACOs and value-based networks

Sustainable PLD is foundational to your value-based strategy content

- Equips physician leaders with system thinking tools and quadruple aim language
- Scalable development path across multiple member organizations
- Addresses leadership fatigue and moral distress proactively

Outcomes & reporting:

Measurable impact, aggregate insights

- Pre/post self-assessment (Leadership fatigue, identity, confidence)
- Aggregate organizational report (no PHI)
 - Participation metrics
 - Shifts in leadership capability and fatigue
 - Qualitative themes and system level recommendations
- Optional: alignment with your existing workforce dashboards

Sample dashboard components:

- Participation & engagement metrics
- Pre/post shifts in leadership fatigue, role confidence, identity alignment
- Co-morbidity profiles (aggregate, anonymized)
- Qualitative themes & system-level recommendations
- Alignment with your existing workforce or quality dashboards (optional)

A sample dashboard visual is available upon request; we'll tailor reporting to your existing infrastructure during planning

Turnkey program, collaborative partnership

HelixMD provides

- Complete TA curricula, facilitation, coaches, & navigator
- Pre/post assessments, aggregate reporting
- Participant communication, tech coordination
- Optional: sponsor briefings, custom reporting

Next steps:

Lets explore fit and scope

1. **Planning conversation** (30–60 min) to clarify participant profile, cohort sizing, timeline, and internal goals
2. **Formal proposal & SOW** reflecting agreed scope, pricing, deliverables
3. **Contract execution** if necessary
4. **Program launch** once contract, roster, and dates finalized

I'd love to schedule our planning conversation in the next couple of weeks.

The HelixMD Team

John Findley, MD – Physician
Navigator

Christopher Columbo, MD –
Peer Physician Coach

Holly Tse, MD – Peer Physician
Coach

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Recovery Coach

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Thank you!

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- HelixMD, part of Archetype Learning Solutions

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Physician is in your DNA. Don't let leadership fatigue derail the evolution of your career