



Why On-Demand?

- Expert Faculty
- Provide Stability during Growth or Change
- Quick Turnaround
- Aligned to Organizational Context
- Value-Driven Pricing

On-Demand Solutions

Expert Guidance. Customized Support. Flexible Delivery.

Why Choose TLD Group?

- **We understand the challenges facing leaders in the health ecosystem.** With a depth of expertise in the payer, provider, and pharmaceutical sectors, our faculty truly understand the unique challenges facing senior executives and medical and scientific leaders.
- **Customized and Contextual Solutions.** We include input from key stakeholders to ensure our solutions align with team and organizational context.
- **Value-Driven Pricing Model.** Value-based pricing eliminates inefficiencies to ensure every dollar spent moves your organization closer to its goals. With our point system pricing model, we can rapidly respond to client needs.
- **Rapid Development and Delivery.** We partner with our clients to identify desired outcomes and a swift, achievable timeline for service delivery.
- **Expert Faculty.** Working with the right coach or consultant is a critical success factor. Our highly seasoned faculty have deep expertise across the health industry.

On-Demand Services

- **1:1 'Just in Time' Coaching:** Our specially curated global cadre works to support leaders through change and disruption. Available on a per session basis (up to 5 sessions per client).
- **Group Coaching:** Our group coaching allows teams and groups to grapple with a shared challenge while practicing effective collaboration, shared decision-making, and enhanced interpersonal awareness.
- **Team Development:** Our expert faculty has extensive experience working with teams to enhance business results, engage trust, open communication, and align on shared vision.
- **Custom Webinar Design/Delivery:** Our client relationship team will help you identify the right subject matter expert and delivery method to ensure your team gains actionable insights for the future.
- **Leadership Development:** Our leadership development solutions help you to develop the leadership competencies and skills needed to reach your goals.

On-Demand Solutions

Our On-Demand Process

- 1. Intake.** We believe that the most impactful solutions exist at the intersection of organizational context and industry best practice. To help you get there, schedule an introductory call with our client relationship team to explore your needs.
- 2. Faculty Matching.** Based on the information gathered from your intake call, our client relationship team will recommend a value-based points package and 'best-match' faculty to meet your needs.
- 3. Solution Design.** TLD Group will assemble a brief project plan identifying the recommended process, objectives, and indicators of success.
- 4. Delivery.** The selected faculty will then deliver services in accordance with the project plan with an emphasis on translating learning into practical application.
- 5. Measurement.** We proactively obtain feedback to assess progress against original goals throughout the process. Course corrections are applied, as needed.
- 6. Sustaining Progress and Continued Growth.** When the initial On-Demand solution has reached its endpoint, our client relationship team will reconnect with you to discuss sustainability strategies for continued learning and future success.



About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speakers bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

"It has been said that the best gifts are those you don't expect. There's no better example than the results of my work with The Leadership Development Group. Candidly, I expected the usual formulaic inventory of strengths and weaknesses. I received a lesson in the practical application of perception in the workplace, and how insightful coaching can open doors to new ways of approaching situations and communicating more effectively. I'm a believer and I heartily recommend Tracy and her team."

Joseph DiPaolo, FACHE
President at Newton Medical Center
and VP, Atlantic Health System

"I have worked with TLD Group establishing dozens of engagements at Bristol-Myers Squibb. Their cadre is exceptional, and their client relationship team takes the time and effort to identify faculty that meet the business need of our leaders."

Cody Martin
Talent Management Director
Bristol-Myers Squibb

"The team at TLD Group are consummate professionals who bring to coaching and leadership development a unique and valuable perspective on what works across the healthcare ecosystem. TLD Group has conducted valuable research on the new leadership competencies physicians need in this new era of healthcare reform, integration, and uncertainty. As professionals, TLD Group's integrity and grace has earned the organization the trust of physicians and non-clinical executives alike."

Francine Gaillour MD, MBA, FACPE
Executive Director
Physician Coaching Institute

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