INSTITUTIONAL FUNDING BRIEF

From Clinician to Leader

Leadership Development for Women Physicians.
A six-month program built for physicians already navigating their first significant leadership role.

Dr. Nondumiso Makhunga-Stevenson MBChB, MSc(Clin Epi), PCC

Medical Practitioner · ICF Professional Certified Coach · Founder, Ubuntu Doctor Coaching LLC DBA Ubuntu Health Institute

THE ORGANIZATIONAL CASE

Physician leadership development is a retention strategy, not just a career benefit.

The published data on physician turnover, burnout, and coaching demonstrates measurable impact on organizational cost and physician performance.

Physician turnover costs organizations $500,000 to over $1 million per departure

Including recruitment, sign-on costs, lost billings, and onboarding. Source: American Medical Association.

A randomized clinical trial found coaching produces statistically significant reductions in physician burnout

Source: Dyrbye, Shanafelt, et al., JAMA Internal Medicine, 2019.

Physician burnout costs the U.S. healthcare system an estimated $4.6 billion annually

Source: Han et al., Annals of Internal Medicine, 2019.

Women hold only 16–18% of hospital CEO and department chair positions, despite making up roughly 40% of U.S. physicians

Source: Harvard Business Review, drawing on AAMC data; PMC/NIH, 2021.

The gap between women physicians entering medicine and women physicians leading it is not a pipeline problem. It is a support-structure problem: the space between earning the title and feeling established in it.

WHO THIS PROGRAM SERVES

Built for physicians already leading, navigating real decisions and real change right now.

This program is designed for a physician who:

- ✓ Is in her first significant physician leadership role, generally within the first one to five years
- ✓ Is leading former peers, a clinical team, a service line, or an organizational initiative
- ✓ Is carrying substantial leadership responsibility, often without the corresponding authority to match it
- ✓ Wants to lead with influence, without adopting a leadership persona that isn't authentically hers
- ✓ Is willing to bring current leadership challenges into a coaching space governed by clear confidentiality agreements

Qualifying roles include Section Head, Associate Program Director, Program Director, Medical Director, Division or Service Lead, Committee or Quality Lead, and similar early-career leadership positions.

WHAT THE PROGRAM DEVELOPS

Four capacities, built around how physician leadership actually breaks down under pressure.

I. The Conversations That Move Things Forward

Building the language to close the gap between responsibility and authority, including accountability conversations, difficult feedback, and the conversations physicians postpone.

II. Leading Clearly Through Uncertainty

Developing confidence that holds steady when decisions must be made with incomplete information, not confidence that only works once everything is settled.

III. Influence Inside Complex Systems

Navigating stakeholders, power, and competing institutional priorities without compromising integrity.

IV. Leading As Herself, Not a Borrowed Version of Authority

Developing a leadership presence that is credible, human, and unmistakably her own under pressure.

WHAT PARTICIPANTS LEAVE WITH

- ✓ A clear leadership identity and development goal
- ✓ A stakeholder and influence map tailored to her organizational challenge
- ✓ A decision-making framework for leading under uncertainty
- ✓ Practical language and preparation tools for difficult conversations
- ✓ A personalized 90-day leadership action plan

PROGRAM STRUCTURE

Six months. A defined structure. A bounded group.

DURATION	Six months
GROUP SESSIONS	Ten 75-minute sessions, every two weeks, alternating between development sessions and coaching labs
PRIVATE COACHING	Two 75-minute individual sessions: one opening, one closing
GROUP SIZE	8 to 12 women physicians, application only
PROPOSED START	October 2026
ADMISSION	Application and a brief 20-minute fit conversation

Development sessions introduce a practical leadership framework tied to one of the four capacities. Coaching labs are where participants bring a live leadership situation, a conversation they're avoiding, a decision they're stuck on, and work through it using facilitated reflection, peer insight, and coaching.

The frameworks and tools built in this program are hers to keep and apply for the rest of her career, not just for six months.

MEET THE COACH

Dr. Nondumiso Makhunga-Stevenson



I'm a medical practitioner, ICF Professional Certified Coach, and founder of Ubuntu Doctor Coaching LLC DBA Ubuntu Health Institute. I am the first MBChB-trained physician certified as an Ubuntu Coach.

My background spans clinical medicine, public health, clinical research, hospital management, and pharmaceutical leadership, including multiple leadership positions within multinational organizations.

I co-authored a peer-reviewed publication in *BMJ Leader* with Dumi Magadlela, Chair of the ICF Global Board and a 2024 Thinkers50 Coaching Legend.

Since 2023, I have coached more than 100 healthcare providers, including women physicians at every stage from residency through senior leadership, across the United States and internationally.

My coaching approach sits at the intersection of professional identity formation and Ubuntu, the relational philosophy that leadership is built through and with other people, not achieved in isolation.

WHAT PHYSICIANS SAY

“She gave me the confidence and guidance to secure a promotion in my job.” , Dr. C.K., Physician

“Her guidance was instrumental in helping me navigate a major career transition smoothly and step confidently into a new chapter.” , Dr. I.Z., Physician

INVESTMENT & ENROLLMENT

Two ways to enroll.

INDIVIDUAL

$1,500

Or six monthly payments of $250. For physicians enrolling on their own.

INSTITUTIONAL SPONSORSHIP

$1,500 per physician

One-time. Institutions may sponsor one or more physicians. Includes an invoice, program description, and attendance documentation.

1. The physician submits an application.
2. A brief 20-minute conversation confirms fit.
3. If accepted, her opening individual session sets her development goal for the six months ahead.

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To sponsor a physician or request more information, contact info@ubuntudoctorcoaching.com