

NORTON PROVIDER LEADERSHIP ACADEMY

Apply by Oct. 9, 2026



NORTON
HEALTHCARE



NORTON
Children's

Norton Provider Leadership Academy

The healthcare industry is a complex, multitrillion dollar enterprise facing unprecedented challenges in access, cost, quality and rising consumer expectations. Health systems, including our own, must remain agile, responding to rapid changes in their communities, patient populations, political environments and reimbursement models — all while preserving the core mission of excellent patient care.

Recognizing the critical role our clinicians play in navigating this landscape, we created Norton Provider Leadership Academy to enable you to better engage with our organization as we address these issues. When you participate as a member of this select group of providers, you will gain a deeper understanding of the business of healthcare, strengthen your leadership capabilities, and enhance your ability to meaningfully engage in shaping the future of Norton Healthcare and Norton Children's.

Eligibility

Norton Provider Leadership Academy welcomes physicians, nurse practitioners and physician assistants employed by Norton Healthcare, including Norton Medical Group and Norton Children's Medical Group, as well as physicians providing facility-based services through exclusive contracts, such as anesthesia, emergency medicine and radiology.

To ensure a meaningful and successful experience, when you are accepted into the academy, you will be expected to:

- Commit to a two-year leadership journey with active participation.
- Develop a capstone project in partnership with an executive that advances organizational values, supports business goals, and improves quality and patient outcomes.
- Complete all required program assessments, including the pre- and post-program American Association for Physician Leadership (AAPL) Competency Self-Survey, Gallup CliftonStrengths assessment and Thomas-Kilmann Conflict Mode Instrument (TKI), as well as an action plan.

Curriculum

Norton Provider Leadership Academy provides a highly interactive, solutions-based curriculum based on current management and leadership principles. Classes are taught in person, creating a highly interactive, engaging atmosphere with colleagues.

The curriculum offers you the opportunity to prepare for the future of healthcare by enhancing your leadership competencies and skills. Offered in conjunction with the AAPL, the academy explores key leadership and management topics, including:

- Building and leading effective teams
- Business fundamentals such as finance, negotiation and quality
- Healthcare law
- Managing provider performance
- Principles of change management
- Quality improvement and measurement systems

Classes are held approximately one Saturday per month and feature on-site, instructor-led courses with speakers from the AAPL and Norton Healthcare/Norton Children's. Classes are not held in April, June, October or December. You will receive the full two-year schedule upon acceptance into the program.

Continuing education credits

Physicians

AMA PRA Category 1 Credits™ will be provided through the Norton Healthcare Center for Continuing Medical Education.

Nurses

Kentucky Board of Nursing credits will be provided through the Norton Healthcare Institute for Education & Development.

Education tracks

Courses selected for Norton Provider Leadership Academy are applicable for prerequisite courses for a master's degree, as well as fulfilling course requirements for the certified physician executive designation provided by the AAPL.

All attendees

Master's degree track: You must complete all requirements for the on-site sessions as well as any other prerequisite courses required for admission to a master's degree program. The AAPL partners with six leading universities that recognize its courses as prerequisites for their affiliated master's programs. Degree choices include a Master of Business Administration, Master of Science in Healthcare Quality and Safety, Master of Science in Healthcare Administration and Policy, Master of Advanced Study in Health Informatics and additional related fields.

Physicians only

Certified physician executive (CPE) track: You must complete the CPE curriculum or have a qualifying graduate management degree with completion of courses offered in Norton Provider Leadership Academy. You also will need to complete the CPE capstone project. For complete CPE requirements, visit this [link](#).

To receive credits for the master's degree prerequisites or the CPE designation, you will be required to pass an online examination for each course completed.

Faculty

Norton Provider Leadership Academy features experienced instructors who incorporate an engaging and challenging teaching approach. These faculty members work with leading healthcare systems nationwide, bringing practice, real-world experience and national perspectives into the academy's curriculum.

Cost

Our organization will cover the cost of your participation in the academy. Due to limited acceptance and the required two-year commitment, we ask that you apply only if you will be able to fully participate for the duration of the program, including completion of a capstone project.

Apply

Applications are open through Friday, Oct. 9, 2026. To complete the online application, visit NortonHealthcareProvider.com/NPLA or scan the **QR code**. You will be notified in mid-November regarding your status.



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If you have questions, email Norton Healthcare Center for Continuing Medical Education at CME@nortonhealthcare.org.



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