

# Know *(and Grow)* Your Value

*Leveraging Your Clinical Background to Excel in  
Healthcare Leadership*



AmericanCollege of  
HealthcareExecutives  
*for leaders who care*®

# Disclosure of Relevant Financial Relationships

- The following faculty of this continuing education activity has no relevant financial relationships with commercial interests to disclose:
  - Stephan Davis, DNP, MHSA, FACHE, ANEF, FAAN

# Faculty

**Stephan Davis, DNP, MHSA, FACHE, ANEF, FAAN**

Executive Director and Associate Professor  
Leadership, Policy, and DNP Education  
Georgetown University School of Nursing

# Learning Objectives

- Describe executive leadership and governance pathways for advanced practice providers.
- Create plans to leverage clinical expertise to accelerate leadership development

'Leadership is the  
capacity to translate  
vision into reality'

— *Warren Bennis*



“Of all the forms of inequality, injustice in healthcare is the most shocking and inhuman.”

- *Martin Luther King*





GEORGETOWN  
UNIVERSITY

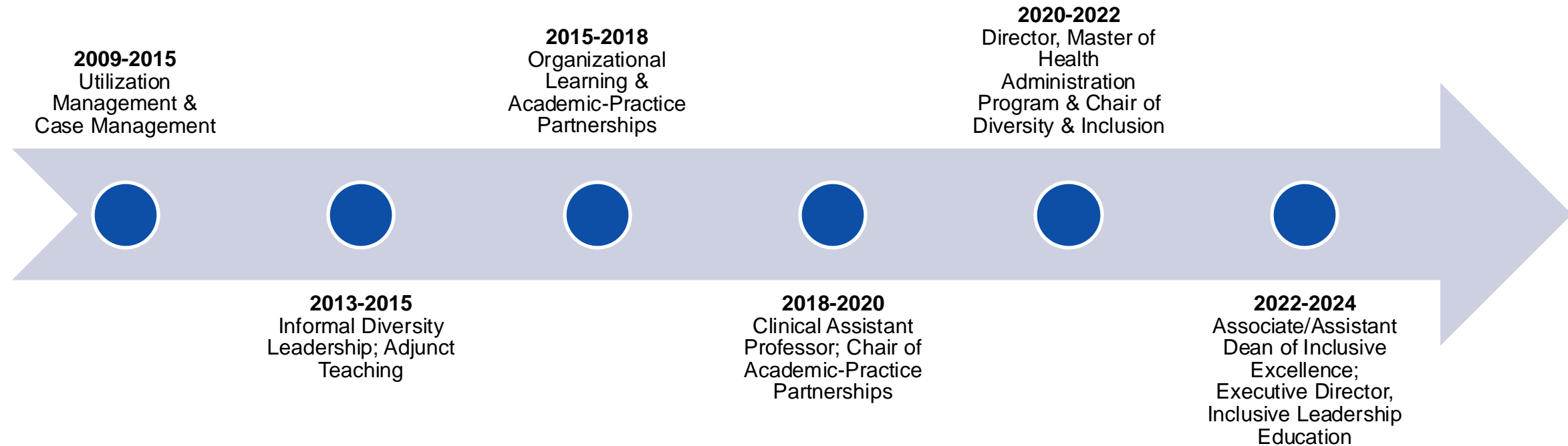
HSA ALUMNUS NAMED ACHE FELLOW



**Stephan Davis**  
DNP, MHSA, FACHE, FNAP

Executive Director, Inclusive  
Leadership Education  
Dean of Diversity  
Virginia Commonwealth University

# Career Progression After *(and before)* Georgetown





# MVV

## Mission


What is your purpose?

## Vision

What outcome do you hope to achieve?

## Values

What will serve as your guiding principles as you pursue your goals?



When you're on a journey to  
fulfill your Personal Legend,

the whole universe conspires  
to help you achieve it.

The Alchemist



## Mission

To enlighten, inspire and empower  
healthcare professionals and leaders to  
actualize reimagined organizations,  
communities and systems



## Vision

Through our collective enlightenment, inspiration and empowerment, we will light the paths to healthcare transformation for our communities, the nation and the world.

Health

Authenticity

Ethics

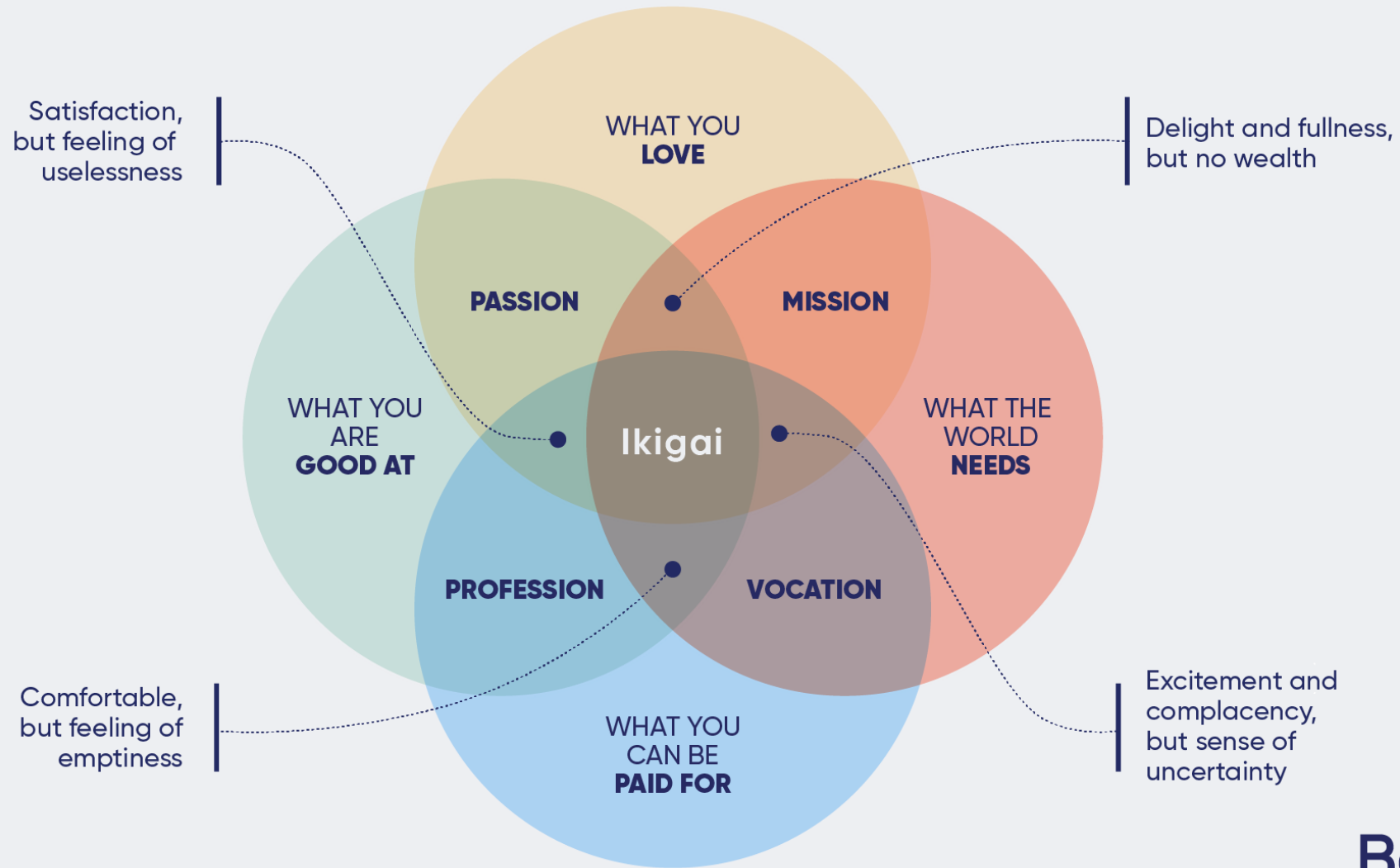
Excellence

Leadership

Diversity

# Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



```
graph LR; A[Academic Preparation] --> B[Professional Excellence]; B --> C[Leading Beyond Your Role];
```

Academic  
Preparation

Professional  
Excellence

Leading  
Beyond  
Your Role

# Academic Preparation

# Is a Doctoral Degree in Your Future?

- Exceed the minimum educational requirement for healthcare leadership positions
- Healthcare executive roles where doctoral education is becoming more common/preferred/required:
  - Chief Quality Officer
  - Chief Learning Officer
  - Chief Diversity/Inclusion Officer
  - Chief Nursing Officer
  - Chief Clinical Officer



# Professional Doctoral Program Options

- Doctor of Medical Science (DMSc)
- Doctor of Science (ScD or DSc)
- Doctor of Health Administration (DHA)
- Doctor of Public Health (DrPH)
- Doctor of Education (EdD)
- Doctor of Business Administration (DBA)
- Doctor of Nursing Practice (DNP)



**GEORGETOWN UNIVERSITY**  
**School of Nursing**  
*Nurse Executives in Residence*



**Dale Beatty**

*DNP, RN, NEA-BC, FADLN,  
FAONL, FAAN*



**Natalia Cineas**

*DNP, MSM-N, MBA, RN,  
NEA-BC, FADLN, FAAN*



**Bradley Goettl**

*DNP, DHA, APRN, FAANP,  
FAEN, FACHE, FAAN*



**Deb Zimmermann**

*DNP, RN, NEA-BC, FAAN*



**Robyn Begley**

*DNP, RN, NEA-BC, FAAN*



**Cole Edmonson**

*DNP, RN, NEA-BC, FACHE,  
FAONL, FNAP, FAAN*



**Susan Grant**

*DNP, RN, NEA-BC, FAAN*

**Professional Excellence**

# ACHE'S 2025-2027 STRATEGIC PLAN

## ■ Our Vision

To be the preeminent professional society for leaders dedicated to advancing health

## ■ Our Mission

To advance our members and healthcare leadership excellence

## ■ Our Values

Integrity, Leadership, Lifelong Learning, Diversity and Inclusion

## Catalyst

ACHE commits to achieve our highest calling to advance and innovate health for all while driving toward zero preventable harm and health equity.

## Connector

ACHE commits to grow and strengthen our professional community of leaders, ensuring every leader finds value nationally and locally.

## Trusted Partner

ACHE commits to expand our reach and impact by helping leaders reach their highest potential.



ACHE HEALTHCARE EXECUTIVE  
2025 COMPETENCIES  
ASSESSMENT TOOL



Novice                      Competent                      Expert

**1. Communication and Relationship Management**

*A. Relationship Management*

Organizational structure and relationships

1                      2                      3                      4                      5

Build collaborative relationships

1                      2                      3                      4                      5

Demonstrate effective interpersonal relations

1                      2                      3                      4                      5

Develop and maintain medical staff relationships

1                      2                      3                      4                      5

# Credentials and Key Affiliations

**FACHE**

Fellow of the American College of Healthcare Executives  
*The Distinction of Board Certification*



# Sample Board Certification Options

- Certified Healthcare Finance Professional (CHFP)
- Certified Professional in Healthcare Quality (CPHQ)
- Certified in Public Health (CPH)
- Fellow, American College of Healthcare Executives

## **Nursing Specific:**

- Nurse Executive-Board Certified (NE-BC)
- Nurse Executive, Advanced- Board Certified (NEA-BC)
- Certified in Executive Nursing Practice (CENP)

# CPHQ, CHFP, and FHFMA







- **Eligibility Requirements:**
  - Graduate Degree
  - Healthcare Management Experience (*5 years at the department-head level or higher*)
  - Two References (*one from a current fellow*)
  - Continuing Education (*36 hours, 12 Face to Face ACHE Credits*)
  - Volunteer Activity
  - One year of membership with ACHE
- **Pass the ACHE Board of Governor's Examination**

# Leading Beyond Your Role

# Lead Beyond Your Role!!!



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## ACHE Welcomes New Regents



Buck



Chawla



Gamber



Gormont



LaFontaine



Leach



Leech



Macon

## 2025 NAHQ Board of Directors



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**BECOME A  
BALDRIGE  
EXAMINER**

**BALDRIGE  
Examiner**

2022

# Benefits of Volunteer Leadership

- Expand your network locally, regionally, nationally, or internationally
- Be seen as a national leader
- Mentors and sponsors beyond your organization
- Learn best practices from other institutions
- Can refuel inspiration and engagement

# Five forms of power

French and Raven

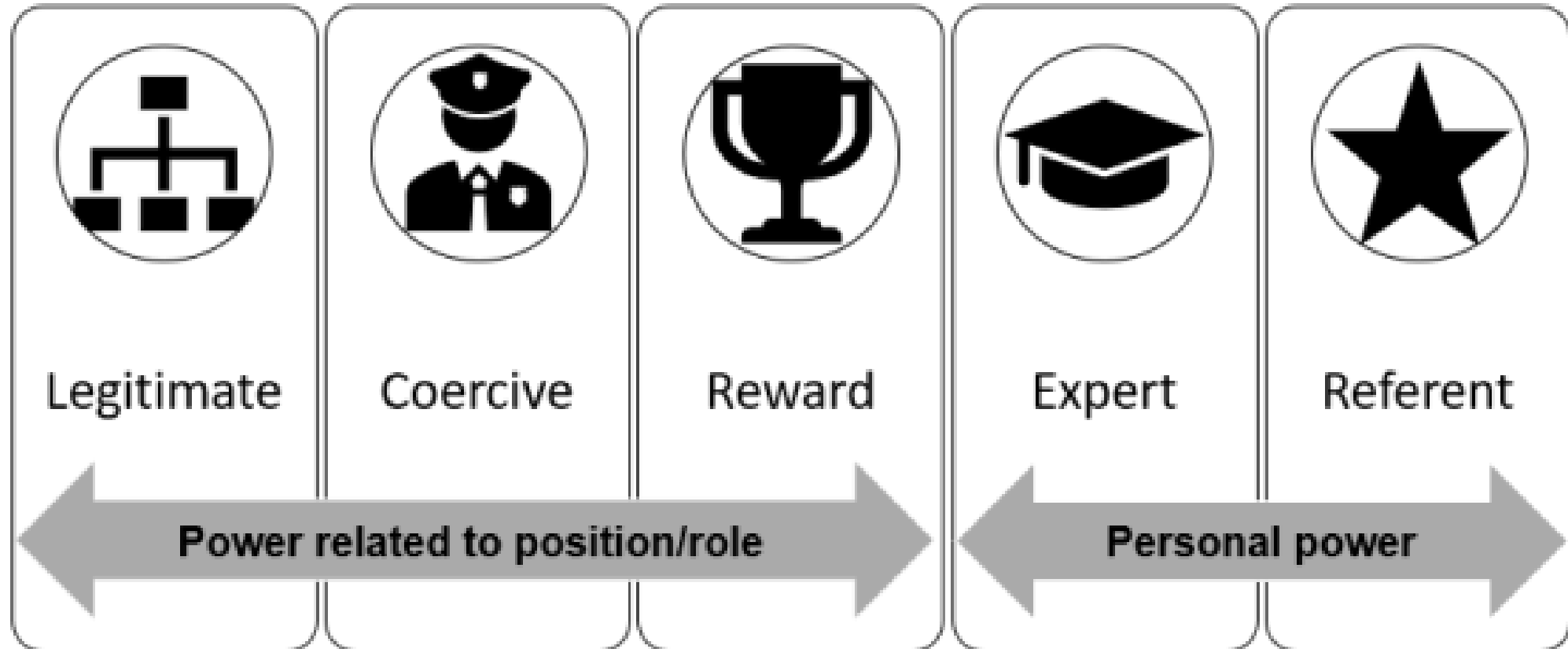


Image credit: Corndel Management School

“Do not go where the path  
may lead, go instead where  
there is no path and leave a  
trail.”

– *Ralph Waldo Emerson*



Questions?

# **Stephan Davis, DNP, MHSA, FACHE, ANEF, FAAN**

Dr. Stephan Davis is the inaugural executive director for leadership, policy, and DNP education and an associate professor at Georgetown University School of Nursing. An award-winning educator and healthcare leader, Dr. Davis returned to Georgetown from Virginia Commonwealth University (VCU) in September of 2024, where he served as the associate dean of inclusive excellence and belonging for the College of Health Professions and the School of Nursing and as the inaugural executive director of inclusive leadership education for the VCU Department of Health Administration. Dr. Davis is a fellow and national faculty member for the American College of Healthcare Executives (ACHE). In addition to fellowship with ACHE, Dr. Davis is a distinguished scholar and fellow of the National Academies of Practice, a fellow of the Healthcare Financial Management Association, an inaugural and founding fellow of the Academy of Diversity Leaders in Nursing, a fellow of the National League for Nursing's Academy of Nursing Education, and a fellow of the American Academy of Nursing. He also holds several board certifications related to executive healthcare and nursing leadership and administration, leadership coaching, healthcare finance, healthcare quality, and executive diversity leadership. His graduate education includes a Doctor of Nursing Practice degree in healthcare leadership and policy from Yale, a post-graduate certificate in evidence-based teaching in the health professions from Johns Hopkins, and a master's degree in health systems administration from Georgetown.



# Thank You



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