



Alyssa Stephany
MD, MS, SFHM, PCC (ICF)

Executive Coach

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SERVICES OFFERED

- Individual Coaching
- Team Coaching
- Business Operational Coaching
- Speaking Presentations
- Professional Development
- Strategy and Innovation
- Program Development
- Team Engagement
- Team Restoration

CREDENTIALS

- Coaching Certificate through UC Berkeley
- Professional Coaching Certificate Credentialing through International Coaching Federation.
- Practitioner, Team Coaching through the Global Institute of Team Coaching.
- Advanced CliftonStrengths Individual and Team Coach through Gallop.
- Trained in Black Belt Lean Six Sigma
- MD from SUNY Upstate, Syracuse NY
- Internal Medicine-Pediatrics Residency at Duke University Medical Center
- Master's Degree in Healthcare Leadership and Management from UT Dallas

Alyssa Stephany is a Med-Peds Hospitalist and the Founder and CEO of A.I.M. (*Authentic, Innovative, Manageable*) Coaching & Consulting. Drawing from extensive experience as both a physician and an executive, she understands that the most effective solutions to healthcare challenges stem from combining frontline clinical expertise, innovation, and sustainable systems.

With twenty-five years of medical experience, specifically fifteen years as a hospitalist, Alyssa has extensive experience in many healthcare environments and healthcare related areas, from academic professorship to private healthcare spaces, non-profit to for-profit, inpatient to outpatient, research and discovery to operation and execution, and from NICU to adult care facilities. She has served in a variety of leadership roles including Chief of Pediatric Hospital Medicine and has led health system-wide initiatives, as well as having served on the executive team as the Director of Physician Provider Operational Support/Leadership Center for Physicians. Over the years, her work has involved quality & safety, process improvement, DEI, patient experience, implementation of internal funding programs, internal leadership coaching, leadership curriculum development, workforce planning, operational innovation, team restoration/team engagements, and more. Given her recognized achievements, she has been invited to contribute at the national level to many of the medical societies, including Society of Hospital Medicine (SHM), Society of General Internal Medicine (SGIM), Academic Pediatric Association (APA), American Academy of Pediatrics (AAP), Pediatric Hospital Medicine (PHM).

Alyssa is dedicated to helping people reach their potential in both their professional and personal lives. She particularly enjoys working with leaders and believes that everyone can be a leader in whatever role they serve. One of her greatest passions is coaching others to reach beyond what they thought they were capable of attaining and watching them discover the depth of their own abilities. Using her experience as an executive team member as well as a clinical physician, Alyssa is able to identify and understand the perspectives and challenges of both the executive suite and frontline medicine providers. With her coaching and consulting skills, the interests of senior leadership and frontline team members can be mutually understood, priorities can be aligned, and innovative operational solutions can be implemented for better patient care delivery and outcomes.

“COACHING CREATES THE TIME AND SPACE FOR YOU TO EXPLORE YOUR OWN AUTHENTIC INSIGHTS INTO THE CHALLENGES AND PRIORITIES SURFACING IN YOUR WORK AND LIFE. ULTIMATELY, THE COACHEE DEFINES WHAT SUCCESS LOOKS LIKE.”

– DR. ALYSSA STEPHANY

At the individual, team, and multi-departmental level, Alyssa has used her coaching expertise to work with clients to improve patient experience scores, clinical outcomes, process metrics, well-being metrics, diversity workforce assessment scores, and the quality of physician leadership, as well as increasing retention. She has a track record of offering million-dollar returns on investment to organizations that partner with her, and is committed to delivering a customized approach that meets the needs of the client. With her training in evidence-based practice and Lean Six Sigma she is committed to co-creating outcomes with real impact for her clients.

Areas for potential high-impact change in health care organizations as a result of professional coaching...

...at the Individual Level	...at the Organizational Level
<ul style="list-style-type: none">• Interpersonal relationship skills• Communication skills• Work performance and efficiency• Time management• Career Strategies• Work/life alignment or balance• Human Well-being and resilience• Perspective taking• Imposter phenomenon• Personal accountability• Development of a service orientation• Development of a learning and growth mindset• Individual-level support in times of stress, duress, or trauma.	<ul style="list-style-type: none">• Leadership skills• Organizational perspective taking• Stakeholder engagement• Employee engagement and retention• Team effectiveness• Development of a positive organizational culture• Organization-level support in times of stress, duress, or trauma.

Stephany A. M, Archuleta P, Sharma P, Hull SK. “Professional Coaching in Medicine and Health Care,” Clin Sports Med.2023 Apr;42(2):195-208. PMID: 36907618