HARVARD
MEDICAL SCHOOL

Designed by surgeons, for surgeons.

Surgical Leadership
Certificate Program

> **"To advance in today's complex health care institutions, surgeons must rely on more than their technical expertise— leadership, management and business skills matter equally. The Surgical Leadership Program is designed to help surgeons acquire the nontechnical and executive skills needed to step into leadership positions and excel as heads of departments, divisions, initiatives, and institutions."**



Ali Tavakkoli, MD
Chief, Division of General and GI Surgery, Mass General Brigham
Francis D. Moore Professor of Surgery, Harvard Medical School
Faculty Director, Harvard Surgical Leadership Program

About the Program

Harvard Medical School's Surgical Leadership Program is designed for surgeons currently in—or preparing for—leadership roles who want to more effectively drive change and elevate their impact. Whether you're already leading a team, stepping into a new position, or interested in gaining the necessary skills for future opportunities, this program equips you with the business and executive management skills needed to lead departments, divisions, projects, and institutions.

Learners build expertise in the nontechnical competencies critical to surgical leadership, including communication, mentoring, change management, quality improvement, and financial decision-making. Through practical application, participants gain the confidence to lead effectively, drive innovation, and improve outcomes across surgical organizations.

Program Format

This 11-month certificate program features a blended learning model that integrates three in-person multi-day workshops, live online instruction, faculty-led sessions, collaborative group work, and an individual capstone project. Participants should expect to spend an average of 3–5 hours per week engaging in coursework and program activities.

This blended learning experience includes:

- Three required workshops (Boston, MA)
- Live online lectures and interactive sessions
- Self-paced learning between workshops
- Team-based assignments
- An individual capstone project

Who Should Apply

Surgeons who currently hold or seek to attain a leadership position, including leadership of departments, divisions, large organizations, programs, and new initiatives. Surgeons at any post-training stage who are looking to strengthen their leadership abilities, advance into larger clinical leadership roles, add on or transition into non-clinical leadership opportunities, and/or expand their decision-making expertise and management "know how" will find this program an ideal next step in their professional growth.

Program Objectives

- Facilitate transformational change and organizational turnaround
- Identify surgical mentors to address the technical, cultural, behavioral, and educational needs of trainees and foster their development as next-generation clinical and academic leaders
- Identify your leadership style, strengths, and personal brand
- Negotiate and advocate more effectively for your patients, teams, and initiatives
- Develop compelling business plans and grant proposals

For more information and to apply, visit: learn.hms.harvard.edu/slp

Surgical Leadership Program

About the Program

This program is anchored by three workshops. In between workshops, expect 3-5 hours of work per week, which includes:

- **~1-2 hours of live online sessions**
- **~2-5 hours of work at your own pace**

During the first half of the program, participants can expect fewer hours of independent work. The capstone project is introduced during Workshop 2, which will increase weekly workload during the second half of the program.

In Person, Live Online
This program requires attendance at three workshops, and is supplemented by live online sessions and independent work.

$21,500

Certificate
Earn a Certificate of Completion when you complete all program components

Early Application Deadline: December 9, 2026
Final Application Deadline: March 3, 2027

Workshop 1: March 22–25, 2027 | Boston, MA
Workshop 2: September 13–16, 2027 | Boston, MA
Workshop 3: March 6–8, 2028 | Boston, MA

Workshop 1 Topics*

- Leading effective teams
- Adaptive leadership
- Leading through change
- Negotiation
- Leadership case studies and simulation sessions

Workshop 2 Topics*

- Systems thinking
- Strategic thinking
- Leading innovation
- Entrepreneurial approaches
- Cost management

Workshop 3 Topics*

- Building effective teams
- Conflict resolution
- Leading through change



Sample In-Person Workshop Schedule*

**Subject to change*

Time (ET)	Monday	Tuesday	Wednesday	Thursday
8:30-10:00am	Welcome and Strategic Thinking in Health Care	Leadership Case	Innovation Case	Leading Organizational Change
10:00–10:30am	Break			
10:30–11:30 am	Software as a Medical Device	Leadership Case	Cost Management in Health Care	Capstone Overview
11:30am–12:30pm	Lunch Break			
12:30–2:00pm	Systems Thinking in Adaptive Leadership	Crisis Management	Leadership in Driving Innovation	Adjourn
2:00–2:30pm	Break			
2:30–3:30pm	Adaptive Leadership Case Consultations	Financial Analysis	Personal Branding	
3:30–4:30pm				
Asynchronous and Live Online Sessions held between Workshops				

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