

KATHERINE SOFIA COLE, D.O.

PHYSICIAN AND ORGANIZATIONAL WELL-BEING CONSULTANT



CONNECT

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SKILLS

Physician Leader/Healer

Executive Physician Leadership
Coach

Medical Director

Medical Advisory Board Member

Enthusiastic, Influential, and Extraordinary Physician Leader, passionate about creating a healthy, collaborative relationship with administrative leadership and physicians, helping the organization excel in their mission, vision, and purpose, and helping physicians emotionally, physically, and professionally transform and resolve burnout to enable them to thrive significantly in their career while impacting their well-being on a much larger scale. Adept at providing the very best evidence-based, quality care to the patients while ensuring that the staff and colleagues feel valued and appreciated. Extensive training and hands-on experience in developing a customized strategic plan to build and sustain a physician well-being program for health organizations.

Passionate and Inspirational and Physician Coach, dedicated to enhancing the physical, emotional, and mental health of all staff and physicians, committed to lifelong education in integrative approaches to healing, and exercises profound expertise in the principles and applications that contribute to physician well-being, including creating an efficient practice environment, cultivating personal resilience and work-life integration, and developing an organizational culture that fosters engagement and professional fulfillment.

Talented, Intuitive, and Visionary Thought Leader, with over 18 years of extensive leadership and clinical experience in a variety of healthcare venues, including private practice, academics, community mental health, e-health, hospital operations and systems, and a proven track record of developing many financially profitable integrative psychiatry programs in several venues, including academic, corporate, nonprofit, private practice and rural settings and collaborating with both physicians and administration to create a profitable medical system while maintaining physician integrity and enthusiasm.

Innovator and Connector, with a knack for pulling together leaders from different departments and working with the administration to create evidence-based programs and protocols for hospital systems, and exhibiting creativity at maximizing resources available within a system to improve quality of care, while building and maintaining the relationship with leaders and colleagues.

An Influential Speaker, Excellent Communicator, and Skillful Listener with extraordinary interpersonal skills, a passion for integrative medicine, nutrition, women's health, and physician wellness, coupled with a proven track record for creating and fostering healthy relationships across the healthcare continuum. Routinely invited to lecture at conferences and workshops and highly skilled in engaging with all personalities, helping physicians transform their mindset to positively impact both individual and organization collaboration through physician leadership training, and providing practical health system organization change and innovation.

DR. KATIE COLE, INC.

**PRESIDENT/CEO
2010 – PRESENT**

Executive and Transformational Coach specializes in organizing Transformational Executive Physician Leadership Coaching, performing Integrative Clinical Psychiatry, scheduling consultations, and speaking with the physicians to help them in their area of needs effectively.

KEY RESPONSIBILITIES:

- Efficiently work with physicians experiencing burnout symptoms by teaching personal development, leadership training focused on work-life balance.
- Targeted coaching sessions to provide direction, course correction, career mentoring, and treatment of burnout.
- Determine personal communication style, personality type, and strengths through various evidence-based psychometric assessments; identify individual strengths to maximize effective communication.
- Identify and implement core values that guide leadership styles and decision-making.
- Discover current leadership level and potential personal impact in each client to make more impact effectively.
- Explore processes for leading a team, tribe, and organization.
- Develop innovative strategies to maximize the productivity of teams and individuals.
- Expert in working with Physicians in Distress, collaborated with a multidisciplinary team to provide comprehensive assessment and treatment for physicians and other healthcare providers with addictions, mental illness, behavioral problems, and other issues affecting work performance.
- Led weekly physician group therapy with topics ranging from communication skills, mindfulness meditation, boundary setting, and insight-oriented feedback.

SELECTED KEY ACCOMPLISHMENTS:

- Implemented a holistic approach by **utilizing profound expertise** in Psychiatry, Leadership Development, and extensive training in Physician Burnout to help physicians become successful and impactful leaders. Functional Medicine, Integrative and Functional Medicine, Energy Medicine, Holistic Nutrition, Psychodynamic and Cognitive Behavioral Therapy, Mindfulness,
- **Successfully organized workshops** in a variety of arena, including small and large companies, focused on optimal mindfulness wellbeing, effective leadership and communication strategies, and overall individual and company wellness.
- Engaged in various speaking engagements regarding integrative psychiatry and wellness for medical providers and other high performers and **helped many physicians achieve more impact and success.**
- Successfully launched an **executive physician coaching program that immensely helped physicians** emotionally, physically, and professionally **transform and resolve their burnout issues**, and **thrive** in their careers.
- Performed various integrative psychiatry clinical services in multiple settings, including outpatient, inpatient psychiatry, hospital-based consultation-liaison, and telepsychiatry.

MEDICAL DIRECTOR/ CONSULTING PSYCHIATRIST

**SAN FRANCISCO
BAY AREA
2016- PRESENT**

Responsible for managing a team of over 200 physicians while maintaining a full inpatient 16-bed caseload for the hospital. Serve as the Team lead for Miller Wellness Center- (Urgent Walk-in Center for Behavioral Health), rendering Consultation-Liaison Psychiatry and Psychiatric Emergency Services (PES).

KEY RESPONSIBILITIES:

- Develop clear and concise communication protocols for concerns and grievances and perform daily rounds with physicians and staff to learn about concerns.
- Efficiently assist physicians in building resiliency, enhancing communication skills, and maintaining focus on building systems, organizational culture, the hospital environment, and leadership training to reduce physician burnout; by improving efficiency and simplifying workplace systems.
- Formalize an onboarding electronic training manual for all physicians that included resources, IT information, updated phone lists and protocols that were updated monthly and published for all hospital staff.
- Overhaul and Streamline Intake and Referral Department to increase safety with hospital admissions; created and implemented a formal training program for all I&R staff for screening and evaluating all patients
- Develop a formalized Intake and Referral Packet in collaboration with Internal medicine physicians with specific information on Exclusionary Criteria, Material Requirements, Intake and Referral worksheets for all incoming referrals, and a script for I&R staff so that they had specific language tools for screening questions.
- Collaborate with marketing to publish the I&R packet for all referral hospitals to help educate and expand the referral network in the Bay Area and surrounding counties.
- Coordinated with other health-care professionals to conduct community seminars and informative lectures for increasing awareness about various mental health issues and behavioral disorders.

SELECTED KEY ACCOMPLISHMENTS:

- Saved San Jose Behavioral Health **over 2 million dollars** through process improvement by prioritizing the hospital resources to maximize efficiency for staff and physicians and enhance physician retention
- Implemented **a successful strategy** for reducing physician costs **by over 25%** by streamlining hospital systems and flow while maintaining excellent quality patient care.
- Developed and grew **a successful Adult IOP** (Intensive Outpatient Program) and **Adult PHP** (Partial Hospitalization Program), hired and managed a collaborative team including therapists, nurses, and physicians; created protocols and policies for both programs within a **3-months' time frame**; which contributed to an increase in **2 Million Dollar annual revenue** stream for the hospital.
- Engaged **more than 200 physicians** through programs focusing on peer support, stress reduction, and ways to cultivate compassion and resilience.
- Reduced physician turnover by 20%, successfully created a supportive and collaborative work environment, and optimized physician well-being efficiently.
- Assisted by successfully developed and implemented a physician peer review system, updated documentation standards, designed and implemented hospital-wide safety protocols that enabled San Jose Behavioral Health to **pass the Joint Commission Survey successfully in 2019**.
- Streamlined Physician re-credentialing process **every 2 years** and implemented a peer review system for all **200 physicians**.

**MEDICAL
DIRECTOR/
CONSULTING
PSYCHIATRIST****KANSAS CITY, MO
2009-2016**

Responsible for enhancing and integrating all psychiatric services across St Lukes Health System while successfully managing a multi-disciplinary team, including clinical therapists, nursing, and support staff.

KEY RESPONSIBILITIES:

- Created and expanded a general adult psychiatry outpatient and psychiatry specialty clinic.
- Assisted in modifying and adapting clinical protocols, standards for progress notes, and hospital admission criteria.
- Authored instruction manual on recognizing and responding to common symptoms and signals of mentally ill patients.
- Established indicators and structured performance metrics to evaluate the performance of medical staff and improve efficiencies.
- Designed a successful, financially neutral, and profitable program for psychiatric coverage/expansion.
- Set departmental goals and standards of performance and provided on-site leadership.
- Identified and implemented ongoing training for relevant department clinicians and staff.
- Serve as a liaison to appropriate Medical Staff committees, hospital and ambulatory departments relevant to psychiatry and behavioral medicine services.
- Established a successful, profitable integrative medicine psychiatry clinic consistent with the Patient-Centered Medical Home model and financially profitable models for psychiatric and behavioral medicine teams.
- Developed and implemented the integration of psychiatry into primary care in the outpatient clinics throughout the system
- Successfully created and expanded St Luke's Health System Department of Psychiatry and Behavioral Medicine and implemented ongoing training for all the departments' staff.
- Served as the Assistant Professor at UMKC (University of Kansas City) and taught residents and medical students in multiple venues, provided multiple lectures and grand rounds on women's mental health across the lifespan.
- Developed and created a physician evaluation and treatment program with the focus on helping to prevent physician burnout, enhance their leadership and communication skills and
- Successfully taught core competencies in psychiatry as well as effectively building rapport with patients.

SELECTED KEY ACCOMPLISHMENTS:

- Team Lead of **Psychiatric Steering Committee**; successfully **developed evidence-based**, best practice models for **expanding psychiatric services** across the health system; designed and implemented an **evaluation model with quality measures** to examine the value of behavioral medicine to the population and the system.
- Founder and Chairman of **Behavioral Medicine Evidence-Based Practice Team**, St. Luke's Care; successfully created order sets, guidelines, and processes which drove best practice, defined quality measures to assess system-wide performance, **reviewed clinical data to improve care**, and form St. Luke's **Best Practice models**.

- Founder and Director of **Psychiatric Consultation Service**; successfully created a St Luke's Psychiatry Management Team, developed and **implemented psychiatry consult protocols** across the health system, successful liaison to nursing, administration, and support staff regarding psychiatric consultation, collaborated with St. Luke's Care and **created diagnosis and treatment algorithms** for all major psychiatric issues within the hospital and clinic setting.
- Collaborated with the **CIO (Chief Informatics Officer)** and successfully created an onboard EPIC EMR system in both inpatient and outpatient services; promoted to **EPIC Builder for SLHS** and established a National Psychiatric EPIC Team to standardize processes, flow, treatment algorithms, and templates.
- Chairman of **Regional (Missouri and Kansas) Psychiatric Transfer Sub-Committee**; formed the legal, quality, and outside models taskforces that **researched the current models** for the safe transport of psychiatric patients to acute care settings, worked with state legislators to amend the Missouri law to allow for additional protection for all emergency care providers.
- Designed and implemented a **women's mental health psychiatric consultation and teaching clinic** for family practice residents and medical students at Lakewood Hospital.
- Provided **evaluation and treatment for women** with mood, anxiety, psychotic disorders associated with pregnancy and the post-partum period, and evidence-based integrative treatment during pregnancy and breast-feeding.
- Developed a **successful and financially profitable psychiatric consultation clinic** within the hospital OBGYN department, founded a psychiatric clinical rotation and teaching curriculum for OBGYN residents and medical students.

VIRGINIA COMMONWEALTH UNIVERSITY (VCU)

ASSISTANT PROFESSOR,
DEPARTMENT OF
PSYCHIATRY

RICHMOND, VA
2007-2009

Responsible for providing clinical services, education, research, and speaking to various medical students and psychiatric patients.

KEY RESPONSIBILITIES:

- Initiated and directed the first outpatient resident weekly insight-oriented group therapy and provided supervision for residents in the Yalom-based support group.
- Delivered many grand rounds and presentations on women's mental health topics emphasizing the integrative management of pregnancy and postpartum, and psychiatric aspects of breast cancer.

SELECTED KEY ACCOMPLISHMENTS:

- Voted **Top Doctor in Richmond, VA** for Women's Health, 2008-2009
- Founder and Director of "The VCU Women's Mental Health Initiative", encompasses a formal women's mental health education curriculum for residents and medical students, initiated multiple women's health psychiatry specialty clinics in various primary care settings, and conducted clinical research in collaboration with VCU Mood Disorder's Institute.
- Developed a **women's mental health teaching clinic for OBGYN**, Internal Medicine and Family Medicine Residents, and all rotating medical students.
- Created a **resident teaching clinic at University Counseling Services, VCU**, to evaluate and treat university students suffering from a wide range of psychiatric disorders while collaborating with a multidisciplinary treatment team.

EDUCATION & DEGREES

Dr. Katie Cole

Certified Physician Executive (Ongoing)	2019-Present
American Association for Physician Leadership	
Physician Executive Leadership Training (Official Mentoring Program)	2016
St Luke's Health System Kansas City, MO	
Assistant Professor of Psychiatry	2010
University of Missouri - Kansas City (UMKC)	
Assistant Professor of Psychiatry	2010
Virginia Commonwealth University Richmond, VA	
Chief Resident in Psychiatry	2007
Virginia Commonwealth University Richmond, VA	
AOA Approved Psychiatry Internship	2004
Virginia Commonwealth University Richmond, VA,	
Doctor of Osteopathy (D.O.)	2003
Des Moines University Osteopathic Medical Center Des Moines, Iowa	
Bachelors of Arts Degree in Biology (Graduated with Honors)	1998
Luther College Decorah, Iowa	

BOARD CERTIFICATION & LICENSURES

Medical License California	2016-Present
Board Certified American Board of Psychiatry and Neurology	2008-2018

PRESENTATIONS, WORKSHOPS, & REFERENCES

Available on request

INTERESTS

Pursuing my Coastal Passage Making ocean sailing certification through U.S. Sailing, to race to Hawaii in the 2024 PAC Cup, Cooking, wineries, traveling, hiking, photography, ballroom dancing.