ASPIRING LEADERS IN HEALTHCARE NETWORK · EARLY CAREER LEADERSHIP

The ALiHN Model: A Community-Led Approach to Early Career Professional Development

A free, multi-professional global community that embeds early career professionals within leadership spaces — letting them shape change while building leadership and improvement skills.

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184
TOTAL MEMBERS
Multi-professional network

25
COUNTRIES REPRESENTED
Genuinely international reach

24,956
LINKEDIN IMPRESSIONS
Across 67 posts / 12 months

Background

Value-based leadership is critical in today's rapidly evolving healthcare systems. Healthcare leadership disparities and limited representation of early career professionals (ECPs) remain inadequately addressed, historic challenges. Traditional hierarchies continue to concentrate leadership opportunities among senior professionals, limiting ECP involvement in spaces where influence and succession planning are shaped.

The Aspiring Leaders in Healthcare Network (ALiHN) is a free, multi-professional global community that aims to actively embed ECPs within leadership spaces, allowing them to contribute to change whilst developing leadership and improvement skills.

WHO IS AN ECP?
Any healthcare **student or professional** within five years of commencing their professional role.

Aim & Methods

Aim — to describe the ALiHN model of intentional ECP engagement within leadership spaces, including its contribution to leadership development and collaboration.

Methods — we showcase the ALiHN model, reflecting on and demonstrating the opportunities and early successes it has created for ECPs and healthcare leaders to successfully collaborate.

THE ALIHN MODEL

1. Create collaborative spaces
2. Bridge established & aspiring leaders
3. Open development opportunities via the network & partners
4. Give ECPs a platform to shape change

The network at a glance

diversity across career stage, geography & discipline

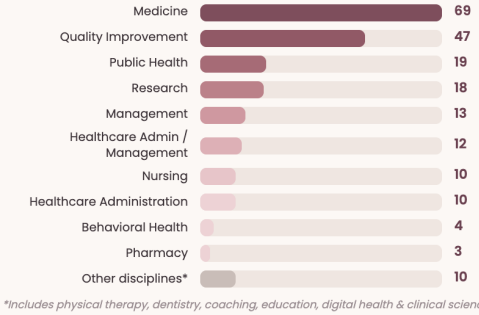
MEMBERSHIP STATUS



Champion	103 · 56%
Early Career Professional	48 · 26%
Grey zone (transitioning)	20 · 11%
Not yet determined	8 · 4%
Senior Advisor	5 · 3%

Champions are experienced members who connect with and sponsor ECPs.

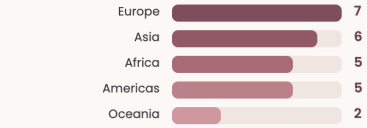
HEALTHCARE DISCIPLINES — MEMBERS PER FIELD



**Includes physical therapy, dentistry, coaching, education, digital health & clinical science.*

GEOGRAPHIC REACH

25 countries across five continents



Number of countries reached on each continent — a multi-professional community spanning 25 countries worldwide, and still broadening.

Emerging themes — structured leadership opportunities

scalable · replicable · impactful

International & national leadership exposure
ECPs take part in the International Forum on Quality and Safety in Healthcare and The King's Fund Leadership and Workforce Summit.

ECP-led conference sessions
ECP-led sessions with NGAP — the Next Generation Advisory Panel promoting ECP representation at the Forum — including ENHANCE Explore.

Connecting Champions & ECPs
Experienced Champions are paired with ECPs who share their interests; ECPs who grow through the network become Champions themselves.

Publication pathway
The ALiHN × BMJ Leader blog series gives members a supported way to publish leadership reflections.

ECP-led learning sessions
Network meetings and webinars build members' confidence in quality improvement and leadership.

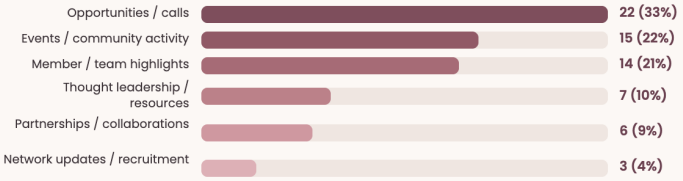
Scholarship opportunity
An abstract competition offering ECPs a funded place to attend and present at the International Forum.

Member spotlight
Celebrates diverse leadership journeys and helps peers learn from real examples of leadership in practice.

Cross-organisational reach
Members contribute to BMJ Future Health and wider committees, partnerships and influence.

Digital engagement

LINKEDIN CONTENT BY TYPE — LAST 12 MONTHS



67 posts amplifying opportunities, members, events, insights and partnerships across the network.

Tangible outputs to date

- Helped shape national & international healthcare conferences
- Supported ECPs (incl. ENHANCE doctors) to deliver sessions at an international conference
- Partnered ECPs with senior leaders as mentors
- Supported ECPs to publish in a leadership blog series
- Collaborated with senior leaders from IHI, BMJ, AQUA & VMI

Unlike other high-stakes sectors with structured leadership pipelines, healthcare leaders typically develop on the job — and access to mentorship reflects **inequality, not luck**. Mentors tend to sponsor those who resemble them, so those who don't are far less likely to be supported.

A model for the wider healthcare community

five steps to replicate ALiHN

01 — Open the door
A free, multi-professional community. Define ECPs broadly — welcoming students and professionals across every discipline.

02 — Embed early
Place ECPs inside committees and leadership spaces now. Treat them as reverse-mentors, not passive recipients.

03 — Create platforms
Run ECP-led sessions, webinars and a visible presence at national & international forums.

04 — Build pathways
Offer concrete routes: publication series, scholarships, abstract competitions and member spotlights.

05 — Partner & amplify
Collaborate with established bodies and use a consistent digital presence to widen reach and outreach.

CONCLUSION

The ALiHN model positions ECPs as contributors of authentic leadership and reverse-mentoring perspectives — not passive recipients. A scalable, replicable approach to embedding structured, impactful ECP leadership development, with a formal impact assessment planned.

ALiHN COMMUNITY-LED LEADERSHIP