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THE GREAT  
RESIGNATION

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T H E   G R E A T

# RESIGNATION

C L A R E N C E   L E E , J R   M D , M B A

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President & CEO | Exhort Health  
San Marcos, CA

What's So Great About the Great Resignation?  
AIAMC 2023 Annual Meeting | March 24th, 2023  
Alliance of Independent Academic Medical Centers

LET'S GET INTO IT!

# Today's Journey

- The Dream & The Building
- The Launching & The Awakening
- The Resignation & The Reemergence
- The Future & The Calling











# BUILDING



# The BUILDING of the Physician-Entrepreneur

Lessons in the form of my story...





# Coming Up...

The Family Unit

Divorced at 5 years old...

(Deep seated commitment to family takes root.)

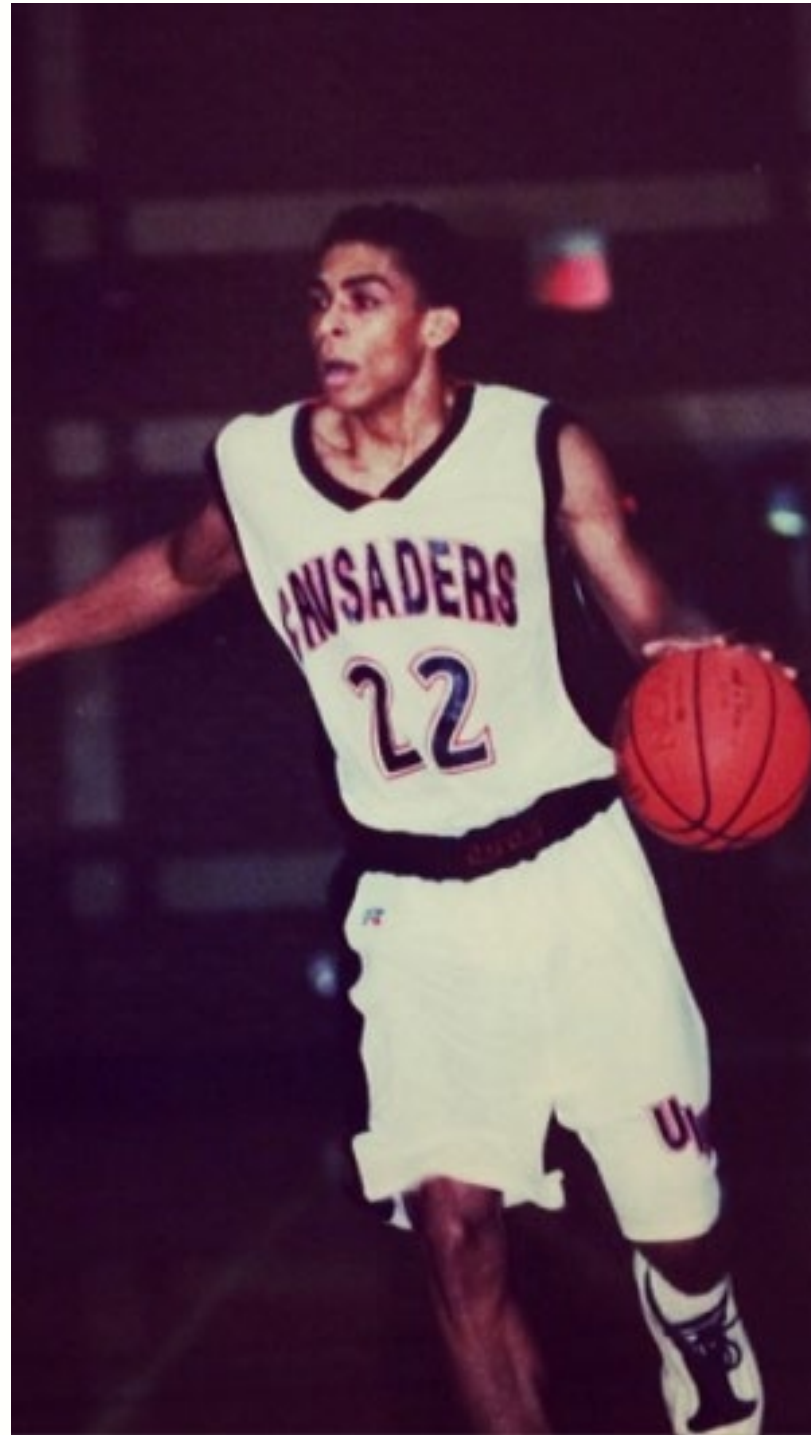
"Well, My Mom s Says..."

The encourager of encouragers...

(Found me Physician Mentors - ALL Surgeons)







# Hoop Dreams...

Playing Ball

University of the Incarnate Word

(Learning to compete on the court and in the classroom.)

Shifting Focus

Road to Medical School & Failures

Drexel University College of Medicine

Joining the USAF & HPSP

(Educational Cost)

(Resolved to give everything that I had for my dream) - Sacrifice



A man in a white shirt and dark pants is walking through a doorway in a modern interior space. The room features a grey wall and a grey floor. Two red benches are visible: one in the foreground on the left and one further back in the center. A large, semi-transparent beige rectangle is overlaid on the right side of the image, containing the word "LAUNCH" in a large, black, sans-serif font.

# LAUNCH

# Surgeon Aspirations

## Altruism to Pragmatism

What type of insurance does this patient have?

For-Profit meets Education

(Learning the Payor System - Influence on Medical Decision Making)

## Is Surgery For Me?

Maybe lifestyle is more important.

I began to see the writing on the wall.

(My attending was sleeping upstairs)

Did not finish residency







# The Flight Surgeon

1.

Flying jets and taking care of pilots.

AEROSPACE

2.

Workplace hazards for all "shops" on base.

OCCUPATIONAL

3.

Keeping airmen healthy  
(not dealing with payors)

PREVENTIVE











# Flying High...

The Lady Dragon - 99RS  
Beale AFB, CA









A minimalist interior space with a person walking through a doorway, overlaid with the word "AWAKENING" in large, bold, black letters. The scene is captured in a wide-angle shot, showing a person in a white shirt and dark pants walking away from the camera towards a bright doorway on the left. The room has a dark, textured wall and a light-colored floor. Two red, rectangular, low-profile benches are positioned in the foreground. A large, semi-transparent beige rectangle serves as a background for the text.

# AWAKENING



# DEPLOYMENTS & Educational Gaps...



## Integrating Care

Where is the nearest dive chamber?

Building Relationships

(Prepared to Practice NOT to Lead)

I was the SME/CMO

## Accessing Capabilities

What can we handle here?

Where do I get supplies?

What drugs do I need in the pharmacy?

Etc....



# Business School

- Drexel University Lebow College of Business
- M.B.A. in Entrepreneurship & Innovative Management
- Started My First Business
- Began Building a Personal Brand







# BRANDING

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GIVING MEANING TO WHAT I DO



VISIBILITY

All done outside of the exam room.



AUTHORITY

Media & Publications



# MEDIA OPPORTUNITIES



## ADDING VALUE.

Partnering with PR and pitching media on health related, current, and relevant issues the public needs to hear about.



# SPEAKING

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TRAVEL & IMPACT

National requests start rolling.









CLARENCE LEE J



DEGREES PROJECT



DEDICATED TO EDUCATION  
RETAINING EDUCATION

ing Lives



# YOUR WHY....

FINDING YOUR  
PURPOSE &  
PASSION

## My Story

-What REALLY matters?  
-Thank God for the DRIVEN, they have taken  
action!

## Your Story

Mess → Message  
Surviving vs Shaping our lives

Avoiding Distractions

# OWN IT.



Clarence  
Lee Jr.









## EDUCATION

- Learners = Leaders
- I Learn from Everyone
- Degrees are Baseline
- Don't Just Participate
- ADVANCE the Profession
- ADVANCE the Field
- Gain Strategic Skills
- Teach what you know
- Innovation is Expected
- Find Your Voice

## EDUCATION

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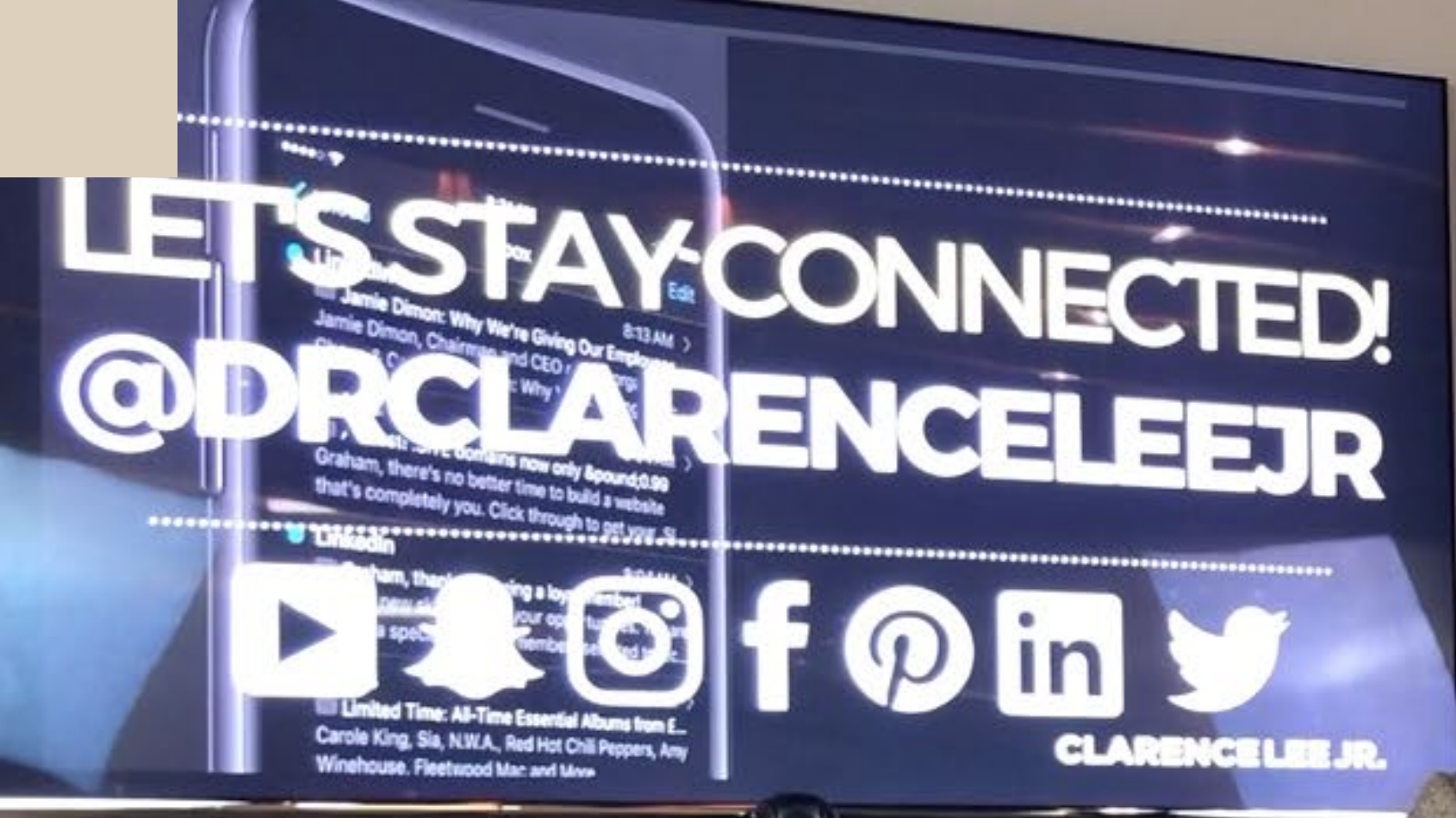


BANK OF THE WEST® 













# Burnout Creeps In...

80+

Hours I was working a week...

I began to report on the P+L statements where I practiced.

Not once during my training did anyone mention a single outpatient facility (primary care) could pull in \$6M per year with 45% EBITA

20 yrs

Pandemic Hits...



# LEAVING MEDICINE

## THE GREAT RESIGNATION



### OTHER WAYS TO EARN



What other things could I do to earn with what I have now?

Work from home, consulting, patents.

### SACRIFICES



WHAT AM I SACRIFICING?

TIME, SLEEP, VITALITY, MENTAL HEALTH, FAMILY

### RISK VS REWARD



I held the personal malpractice and would be called in a lawsuit for decision making not necessarily the equity take holders. Who was taking more risk?

### THE DREAM



Was the income, prestige, positioning all I thought it would be?

YouTubers can make more than doctors

### ADMIN VS MD'S



CEO's with little to no medical decision making experience...

### BURNOUT



Fatigue, Alcohol, Emotional Exhaustion

A photograph of a modern interior space with a person walking in the background. The scene features two red, low-profile benches on a grey floor against a light grey wall. A large, semi-transparent beige rectangle is overlaid on the image, containing the word "RESIGNATION" in a large, black, sans-serif font. The person is walking from left to right, partially obscured by the text overlay.

# RESIGNATION











A photograph of a modern interior space with a person walking from left to right. The person is wearing a white t-shirt and dark pants. In the foreground, there are two red, low-profile benches. The background is a plain, light-colored wall. A large, semi-transparent beige rectangle is overlaid on the image, containing the word "REEMERGENCE" in a bold, black, sans-serif font.

# REEMERGENCE



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## MOVING FORWARD

BUILDING A HEALTHCARE ORGANIZATION I WOULD WANT  
TO WORK FOR...



# Encouraging People, Elevating Care

Exhort health encourages people to live better and do more. We focus on care to simplify the process, lower cost, and build an uplifting patient experience.

[Learn more](#)

## Book An Appointment

To book an appointment, visit the Patient Portal.

[Patient Portal](#)

## We Focus On **Care** To



**Simplify the  
process**



**Lower the  
cost**



**Uplift the patient  
experience**





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## EMPOWERING OTHER PHYSICIANS

HOW CAN I HELP TO BUILD THE CURRENT AND FUTURE  
PHYSICIANS OF THE WORLD?



A man in a white shirt and dark pants is walking through a doorway in a minimalist room. The room has grey walls and a grey floor. There are two red benches, one in the foreground and one in the background. A large, semi-transparent beige rectangle is overlaid on the image, containing the text "THE FUTURE" in a large, black, sans-serif font.

# THE FUTURE



A man in a white shirt and dark pants is walking away from the camera towards a bright doorway on the left. The room has grey walls and a grey floor. Two red, minimalist-style benches are visible: one in the foreground on the left and another further back in the center. A large, semi-transparent beige rectangle is overlaid on the right side of the image, containing the text 'THE CALLING' in a large, dark, sans-serif font.

# THE CALLING



# Contact



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