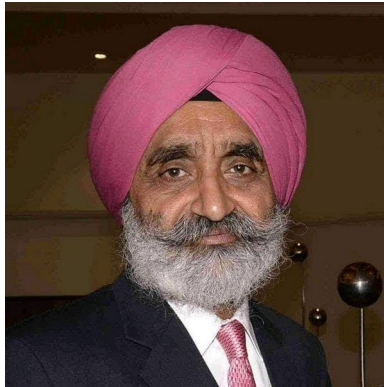


SMC EARLY-CAREER MEDICAL SPECIALIST PRACTICE PARTNERSHIP & MENTORSHIP PROGRAMME

FROM SPECIALIST TO PRACTITIONER — 9-MODULE ONLINE TEACHING PROGRAMME

For MD / MS / MDS / DNB Postgraduates



Programme Purpose

A practical online mentorship programme designed to help early-career medical specialists make the non-clinical decisions that shape a sustainable professional career: career model, station, premises, practice design, patient trust, finances, protection, long-term growth and independent practice planning.

Suggested Format

9 online modules • approximately 45 minutes each • practical worksheets • mentor-led discussion • final 3-year Specialist Practice Plan.

Recommended session structure: 20 minutes teaching • 10 minutes real-life examples • 10 minutes discussion/Q&A • 5 minutes assignment.

Module 1 — From Specialist to Practitioner

Specialist to Practitioner Career Guide

Converting your expertise:
A Guide from the Core Challenge to the 2–3 Year Runway (3 Panels)

SLIDE 1 OF 4

PANEL 1: THE CORE CHALLENGE – QUALIFICATION VS. PREPARATION



Qualification vs. Preparation

Completing an MD, MS, MDS, or DNB makes you a qualified specialist, but it does not automatically prepare you to establish a sustainable practice.



The First Non-Clinical Challenge

Your primary hurdle after graduation isn't clinical expertise – it is choosing exactly how you want to practice.



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Your primary hurdle after graduation isn't clinical expertise – it is choosing exactly how you want to practice.



Expertise gets you the degree.
Preparation builds the practice.

Module Focus

Make the transition from postgraduate training to professional practice.

Learning Objectives

- Define personal and professional career goals.

- Compare employment, independent and hybrid practice.
- Consider solo versus group practice.
- Identify a possible specialty niche.
- Understand the realistic 24–36 month runway.

Practical Exercise

Assignment: Write your 3-year professional vision.

Module 2 — Choosing Your Station

 **EARLY-CAREER SPECIALIST MENTORSHIP**

Choosing Your Station



Where you practise shapes everything else.
Choose it deliberately, not by default.

SIX FACTORS DECIDE WHERE YOU SET UP

-  **1. Metro vs Tier-2/3 city vs semi-urban**
Understand the opportunities and trade-offs.
-  **2. Population, demographics & local demand**
Match your specialty with the community's needs.
-  **3. Competition from existing practices**
Assess the landscape. Differentiate your value.
-  **4. Hospitals & diagnostic facilities nearby**
Access to quality referrals and investigations matters.
-  **5. Affordability of the location**
Balance cost, potential returns and sustainability.
-  **6. Family considerations & lifestyle fit**
Your personal well-being supports your professional growth.

 **The right location today can shape a sustainable and fulfilling medical career tomorrow.** 

 **FOR MD / MS / MDS / DNB POSTGRADUATES**

Module Focus

Choose where to practise before choosing the clinic.

Learning Objectives

- Compare metro, Tier-2/3 and semi-urban locations.

- Assess population and specialty demand.
- Study existing competition.
- Evaluate hospitals, diagnostics and referral infrastructure.
- Balance affordability with family and lifestyle needs.

Practical Exercise

Assignment: Shortlist three stations and score each against the key criteria.

Module 3 — Choosing the Premises



EARLY-CAREER SPECIALIST MENTORSHIP

Choosing the Premises

Your premises should
serve patients –
not impress you.



SIX DECISIONS BEFORE YOU SIGN A LEASE



01 Own vs rent vs shared chamber



02 Location & accessibility



03 Parking & visibility



04 Waiting & consultation areas



05 Basic infrastructure & safety



06 Avoid unnecessary
capital expenditure



FOR **MD / MS / MDS / DNB**
POSTGRADUATES



Module Focus

Choose functional, accessible and financially sensible premises.

Learning Objectives

- Own, rent or use a shared chamber.

- Assess accessibility, parking and visibility.
- Plan waiting and consultation areas.
- Identify essential infrastructure and safety needs.
- Avoid unnecessary early capital expenditure.

Practical Exercise

Assignment: Prepare a Must Have / Good to Have / Avoid for Now checklist.

Module 4 — Designing Your Practice

 **EARLY-CAREER SPECIALIST MENTORSHIP**

Designing Your Practice

How you structure your practice determines how **sustainable** it is.



SIX CHOICES THAT SHAPE HOW YOU PRACTISE



01 Full-time vs part-time



02 Timings & appointment vs walk-in



03 Hospital attachment + private OPD



04 Consultation fees & follow-up policy



05 Staff requirements



06 Diagnostics & referral network



A well-designed practice today builds a **sustainable career** tomorrow.





FOR MD / MS / MDS / DNB POSTGRADUATES



Module Focus

Build a practice system that can be sustained.

Learning Objectives

- Choose full-time or part-time practice.

- Set timings and appointment/walk-in systems.
- Consider hospital attachment plus private OPD.
- Define consultation fees and follow-up policy.
- Estimate staffing and establish diagnostic/referral networks.

Practical Exercise

Assignment: Design your ideal working week.

Module 5 — Building a Trusted Practice

 **EARLY-CAREER SPECIALIST MENTORSHIP**

Building a Trusted Practice

Trust is not marketed —
it is earned,
one consultation at a time.



SIX HABITS THAT EARN PATIENT TRUST

	01 Communication & patient experience	Listen well. Explain clearly. Treat every patient with respect and empathy.
	02 Professional ethics	Be honest, transparent and always act in your patient's best interest.
	03 Appropriate digital presence	Keep it professional, informative and patient-focused.
	04 Relationships with physicians & specialists	Collaborate, refer responsibly and build a network of mutual trust.
	05 Referrals & follow-up systems	Ensure continuity of care. Follow up. Keep records. Close the loop.
	06 Reputation building	Consistent quality care today creates your reputation tomorrow.

 Patients may forget what you said,
but they will **never forget** how you made them feel. 

 **FOR MD / MS / MDS / DNB POSTGRADUATES** 

Module Focus

Trust is earned one consultation at a time.

Learning Objectives

- Improve communication and patient experience.

- Establish ethical practice habits.
- Develop an appropriate professional digital presence.
- Build relationships with physicians and specialists.
- Create referral, follow-up and reputation-building systems.

Practical Exercise

Assignment: Write your five-point Patient Trust Charter.

Module 6 — Money for Doctors



EARLY-CAREER SPECIALIST MENTORSHIP

Money for Doctors

Clinical skill builds your income.
Financial discipline protects it.



SIX FOUNDATIONS OF FINANCIAL DISCIPLINE

01



PERSONAL VS PROFESSIONAL FINANCES

Keep your personal and practice finances separate for clarity and control.

02



BUDGETING & EMERGENCY FUND

Plan your income and expenses.
Build an emergency fund for uncertainties.

03



MANAGING LOANS

Understand your loans well.
Repay smartly and avoid over-leverage.

04



TAXATION & ACCOUNTING BASICS

Know the basics. Stay compliant.
Maintain clean records from day one.

05



PROTECTING CASH FLOW, AVOIDING LIFESTYLE INFLATION

Live within your means.
Prioritise savings and long-term goals.

06



INTRODUCTION TO DISCIPLINED INVESTING

Invest early, invest regularly.
Let compounding work for your future.

“

Good income gives you options.
Financial discipline gives you freedom.



- ✓ Plan today
- ✓ Protect today
- ✓ Invest today
- ✓ Secure tomorrow



FOR MD / MS / MDS / DNB
POSTGRADUATES



Module Focus

Clinical skill builds income; financial discipline protects it.

Learning Objectives

- Separate personal and professional finances.

- Prepare a budget and emergency fund.
- Manage loans responsibly.
- Understand taxation and accounting basics.
- Protect cash flow, avoid lifestyle inflation and begin disciplined investing.

Practical Exercise

Assignment: Prepare a monthly personal + practice cash-flow plan.

Module 7 — Protect Today, Prepare for Tomorrow



EARLY-CAREER SPECIALIST MENTORSHIP

Protect Today, Prepare for Tomorrow

Everything you build
deserves protection —
and a plan beyond your
working years.



SIX MOVES THAT PROTECT YOUR FUTURE

01



PROFESSIONAL INDEMNITY

Protect your practice, your reputation
and your peace of mind.

02



HEALTH, LIFE & DISABILITY INSURANCE

Secure your health, your family
and your income against
life's uncertainties.

03



INVESTMENTS & ASSET ALLOCATION

Invest wisely and diversify to
grow your wealth with balance
and discipline.

04



BUILDING YOUR RETIREMENT CORPUS

Start building consistently
to create the freedom and
comfort you deserve.

05



STARTING RETIREMENT PLANNING EARLY

The earlier you start,
the more secure and
stress-free your future.

06



SUCCESSION & EXIT PLANNING

Plan the future of your practice
so your legacy continues
with clarity and confidence.



**PROTECT WHAT YOU HAVE.
PLAN FOR WHAT MATTERS.**



**FOR MD / MS / MDS / DNB
POSTGRADUATES**



Module Focus

Protect your career, family and financial future.

Learning Objectives

- Understand professional indemnity.

- Review health, life and disability insurance.
- Learn the role of investments and asset allocation.
- Start building a retirement corpus early.
- Introduce succession and exit planning.

Practical Exercise

Assignment: Prepare your Protection & Retirement Checklist.

Module 8 — The 2–3 Year Practice-Building Roadmap

SPECIALIST TO PRACTITIONER CAREER GUIDE

PANEL 3: THE 2–3 YEAR RUNWAY & THE POWER OF MENTORSHIP



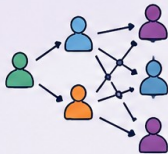
24 to 36 months Building the Foundation

- ✓ It takes 24 to 36 months (two years to three years) to clinical develop to clinical professional visibility.
- ✓ Avoid preventable mistakes in an independent practice, or gain confidence.
- ✓ Independently practice and greater claiming a sustainable practice.



The Value of Mentorship

Mentorship specialists helps 24 to 36 months specialists understand available options and avoid preventable options or mentorships', continues, leading to greater clarity and confidence.



Establishing a Patient Base

A stable patient base is not immediate; it is set in the first few years of consistent practice.

Module Focus

A patient base is built, not acquired.

Learning Objectives

- Set realistic expectations for the first 24–36 months.
- Develop independent clinical confidence.
- Build professional visibility and referral relationships.
- Measure progress beyond immediate income.
- Review milestones at 6, 12, 24 and 36 months.

Practical Exercise

Assignment: Create your 6/12/24/36-month milestones.

Module 9 — Mentorship to Independent Practice

 **EARLY-CAREER SPECIALIST MENTORSHIP**

BUILDING TODAY. SUSTAINING TOMORROW.



Sohi Medical Centre helps early-career medical specialists build **clinical confidence**, **professional visibility**, **ethical practice systems**, and a **sustainable long-term career**.

• • •

WHAT WE HELP YOU BUILD



CLINICAL CONFIDENCE

Sharpen skills, strengthen decision-making and deliver better patient care.



PROFESSIONAL VISIBILITY

Build trust, relationships and a strong presence in your medical community.



ETHICAL PRACTICE SYSTEMS

Establish systems that uphold ethics, quality and patient safety.



SUSTAINABLE CAREER GROWTH

Make smart choices today for a stable, rewarding and future-ready practice.



SUPPORTIVE ENVIRONMENT

Learn, connect and grow in a mentor-led, supportive community.



Structured mentorship.

Guidance at every step of your journey.



A supportive professional environment.

Collaborate. Share. Grow together.





Dr. Gurdeep Singh Sohi
Family Physician | 45+ Years in Medical Practice
Founder, Sohi Medical Centre, New Chandigarh
Mentor – SMC Early-Career Medical Specialist Practice Partnership & Mentorship Programme

*Guiding you today.
Empowering your tomorrow.*

 **SOHI MEDICAL CENTRE** | CARE • COMPASSION • COMMITMENT

Module Focus

Bring the complete Specialist Practice Transition Roadmap together.

Learning Objectives

- Integrate career model, station and premises.

- Finalise practice systems and patient-trust strategy.
- Integrate finance, insurance and retirement planning.
- Identify risks and avoidable early-career mistakes.
- Prepare a practical three-year implementation roadmap.

Practical Exercise

Final assignment: Present “My Specialist Practice Plan — 2026–2029”.

Programme Completion

By the end of the nine modules, each participant should have a working Specialist Practice Transition Roadmap rather than only a collection of lectures. The final roadmap should connect career goals, location, premises, practice systems, professional trust, finances, protection and a realistic three-year growth plan.

**Your postgraduate degree gives you expertise.
Thoughtful decisions turn that expertise into a sustainable career.**

Programme Mentor

Dr. Gurdeep Singh Sohi

Family Physician | 45+ years in medical practice

Founder, Sohi Medical Centre, New Chandigarh

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Sohi Medical Centre | Care • Compassion • Commitment