

JOEL M. BROWN II MSM-HCA RRT-FAARC FNAP

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PROFESSIONAL SUMMARY

- CEO and Founder of **Arrived Leadership** – a leadership development, executive coaching, and consulting firm.
- Executive Director and Founder of **The Brojora Foundation**, a non-profit organization committed to providing scholarships and mentorship opportunities for underserved communities.
- 25+ years of experience in prominent, nationally recognized healthcare institutions.
- Senior healthcare executive with 10+ years of managing multiple medical practices and 5+ years overseeing ambulatory practices.
- Executive Sponsor for internal diversity and inclusion employee resource group.
- Expert in building collaborative relationships across integrated health systems and medical partners.
- Internationally recognized speaker focusing on leadership and clinical excellence.

Key Leadership Roles:

- CEO of Arrived Leadership, LLC
 - Chair, Board of Directors – Leadership Delaware, Inc.
 - Chair of Leadership and Management Section – American Association for Respiratory Care
 - Former President, Board of Directors – Delaware Guidance Services
 - Former Vice President, Acute Care Medical Group – ChristianaCare
 - Former Senior Director, Patient Care Services – Nemours Children's Health, Delaware Valley
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CRITICAL SKILLS

- Business Operations & Transformation
 - Strategic Planning & Goal Setting
 - Budget Management & Revenue Generation
 - Cost Controls & Resource Optimization
 - Leadership Development & Succession Planning
 - Cardiopulmonary Clinical Expertise
 - Healthcare Research & Clinical Trials
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PROFESSIONAL EXPERIENCE

ARRIVED LEADERSHIP — Dagsboro, DE | 2022–Present

CEO / Founder

- Leading a leadership coaching, development, and consulting firm based on a servant-leadership philosophy.
- Consultant for major health systems in Delaware, focusing on performance improvement and patient flow capacity management.
- Executive Coach for C-Suite leaders and management teams in both small and large organizations.
- Delivered keynote speeches at national and state respiratory professional organizations, universities, and TEDx Wilmington ("What's Next For You").
- Generated close to a half of million dollars in total revenue within the first two years of operation.

THE BROJORA FOUNDATION — Dagsboro, DE | 2020–Present

Executive Director and Founder

- Founded a non-profit organization dedicated to providing scholarships, mentorship programs, and educational opportunities for underserved youth.
- Developed and implemented strategic initiatives aimed at expanding scholarship offerings, mentorship connections, and community partnerships.
- Established and led fundraising efforts, resulting in sustainable growth and the ability to increase scholarship awards annually.
- Collaborated with local organizations, educational institutions, and corporate partners to further the mission of empowering young people to achieve academic and professional success.
- Oversaw daily operations, budgeting, program development, and volunteer engagement to ensure effective delivery of the foundation's mission.

CHRISTIANACARE — Wilmington, DE

Vice President – Acute Care, Medical Group | 2020–2022

- Led business operations for acute care medicine, surgical, neonatal, pediatric, diagnostic, and neurologic practices across three campuses with over 1,500 staff.
- Key Achievements:
 - Led transition of hospital services under ChristianaCare brand at Cecil Campus.
 - Co-led emergency care contract metrics development, securing service quality improvement.
 - Spearheaded financial and operational process improvements, including P&L revision and performance awareness.
 - Implemented "Universal Huddle" to improve cross-department collaboration within four months.

NEMOURS CHILDREN'S HEALTH — Wilmington, DE

Senior Director – Patient Care Operations, Respiratory Care, Sleep Medicine, and Sterile Processing Services | 2015–2020

- Managed a \$200M gross revenue program across multiple sites.
- Increased revenue by 125% over five years, while reducing billing errors and hospital-acquired infections.
- Led development of Delaware Valley's first satellite sleep medicine facility, achieving 10% increase in sleep lab production.

CHRISTIANACARE — Newark, DE

Clinical Management | 2005–2015

- Directed Respiratory Care teams across surgical, trauma, emergency, and neurology services.
- Developed departmental relationships, delivering excellence in patient care.

Respiratory Staff Development Specialist | 2005–2012

- Designed training curriculum for pulmonary education and developed the first annual Respiratory Care Conference for ChristianaCare.
- Implemented simulation technology for critical care education and training.

NEMOURS A.I. DU PONT HOSPITAL FOR CHILDREN — Wilmington, DE

Pediatric ICU Clinical Specialist / Research Therapist / Charge Therapist | 1999–2005

BRANDYWINE HOSPITAL & TRAUMA CENTER — Coatesville, PA

Medic, B-EMT

MILITARY EXPERIENCE

UNITED STATES ARMY RESERVES — Fort Dix, NJ

Medic, 91B (B-EMT), 348th General Hospital | Honorable Discharge

EDUCATION

- **Certified Executive Coach** | Center for Executive Coaching | 2023
- **Master of Science in Healthcare Administration** | Wilmington University
- **Bachelor of Science in Biology** | Millersville University of Pennsylvania
- **Bachelor of Science in Respiratory Care** | Millersville University of Pennsylvania
- **Leadership Delaware Fellowship Program Completion Certificate** | Wilmington, DE
- **LEAN Six Sigma Green Belt Certificate** | University of Delaware

PROFESSIONAL AND BOARD OF DIRECTORS AFFILIATIONS

- Chair, Board of Directors – Leadership Delaware, Inc.
- Leadership and Management Section Chair and Board Member, American Association for Respiratory Care
- Former Chair, Respiratory Care Practice Advisory Council – Delaware Professional Regulation
- Former President of the Board – Delaware Guidance Services
- Chair of the Board – The Brojora Foundations
- Member – International Coaching Federation
- Member – National Academy for Practice

SELECTED AWARDS & RECOGNITION

- **Focus on Excellence Award for Education** – ChristianaCare
- **Fellowship Award (FAARC)** – American Association for Respiratory Care
- **Patrician M. Blevins Award** – Delaware State Society for Respiratory Care
- **American Respiratory Care Foundation Fellowship for Neonatal and Pediatric Research**
- **Fellow of the National Academy of Practice (FNAP)**

PUBLIC SPEAKING ENGAGEMENTS & PUBLICATIONS

- TEDx Wilmington: "What's Next For You?"
- Co-host of "The Knowledge Discussion Podcast" and featured on multiple podcasts
- **Abstracts and publication list available upon request**