



VIZIENT CONNECTIONS SUMMIT

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Courage, Strategy and Impact: Women Shaping Healthcare

Zarrina Bobokalonova, RN, MSN, BEc, Vice President, Quality and Safety
Memorial Hermann Health System

Renuka Gupta, MD, FHM, FACP, Vice President & Chief Quality Officer
Mary Washington Healthcare

Katherine A. Hochman, MD, MBA, Director, Division of Hospital Medicine, Associate
Chair for Quality, Department of Medicine, NYU Langone Health

Disclosure of relevant financial relationship



Katherine Hochman, MD, MBA, speaker for this educational activity, is a panelist for Gilead Pharmaceuticals and a consultant for Quality Matters Consulting.

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Learning Objectives



- Identify key tactics that support the advancement and influence of women leaders.
- Discuss specific, adaptable strategies used by women in the C-suite to achieve success.



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Memorial Hermann Health System (MHHS)



Memorial Hermann By the Numbers: FY 2024



MHHS Recognitions

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Texas Medical Center
The Woodlands



Sugar Land
Katy



Texas Medical Center
Cypress
Memorial City
Greater Heights
The Woodlands
Southwest
Southeast
Sugar Land
Katy



Texas Medical Center
Cypress
Memorial City
Greater Heights
The Woodlands
Southwest
Southeast
Northeast
Sugar Land
Katy
Pearland



#2 Best in Rehab:
TIRR Memorial Hermann

Memorial Hermann Hospital
Children's Memorial Hermann
Greater Heights

STS 3-star placeholder
waiting for
announcement



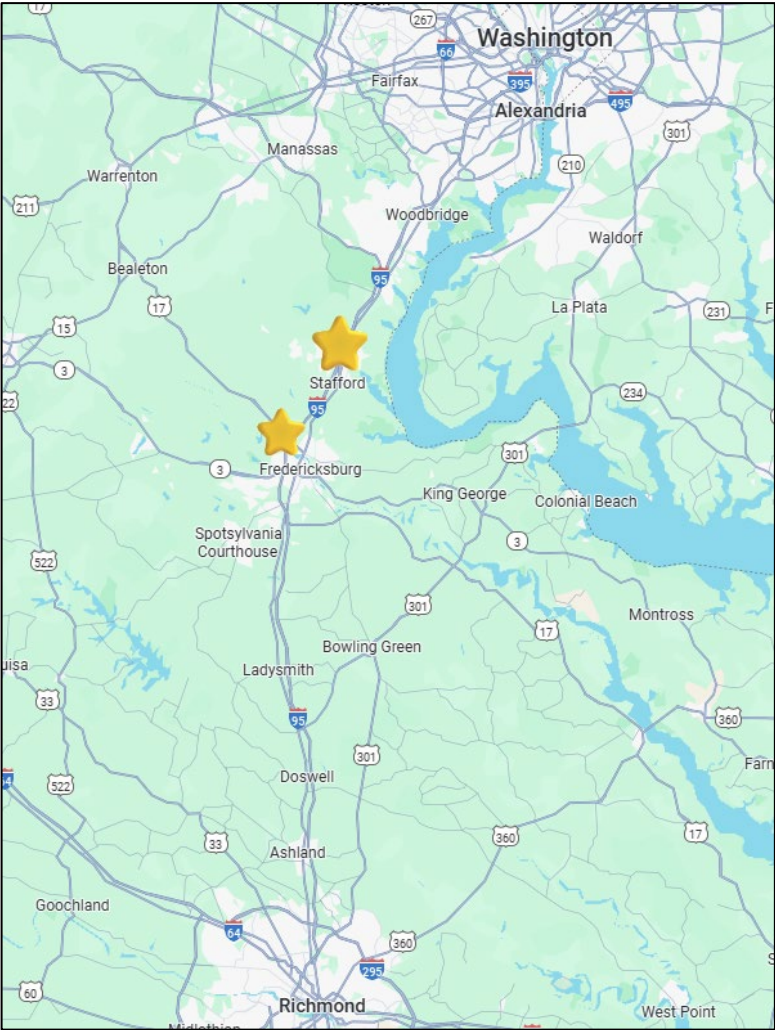
Meritorious Recognition:
The Medical Center
Memorial City
Sugar Land

Mary Washington Health Care (MWHC)

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Approved MWHC pictures from marketing team





Mary Washington Healthcare

2024 Overview



126 YEARS
SERVING THE COMMUNITY



\$89,800,833
COMMUNITY BENEFIT



26,181
INPATIENT
ADMISSIONS



17,624
SURGERIES



140,775
EMERGENCY
ROOM VISITS



571
LICENSED BEDS



449,589
OUTPATIENT VISITS

\$1.1 BILLION
OPERATING REVENUE



11.5%
EBIDTA MARGIN



4,526
EMPLOYEES



3,114
DELIVERIES

Continuous Pursuit of Quality Care



Mary Washington Hospital



NYU Langone



#TheBestOutcomes in Clinical Care Across an Ever-Expanding Footprint

13M+ ft² Space Portfolio	548,143+ Hospital Discharges	2,379 Beds
5 Emergency Departments	318,468+ Emergency Room Visits	11,186+ Births
191 Operating Rooms	8.37M+ Patients in Our Electronic Health Record	11.1M Outpatient Visits
7 Inpatient Locations		

NYU Langone Health

*FY25 to-date: 9/1/2024 - 6/30/25

NYU Langone Recognitions

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- #1 Cardiology
- #1 Neurology
- #1 Pulmonary
- #1 Geriatrics
- #4 Endocrine
- #4 Gastroenterology
- #9 Rheumatology

Lessons Learned



Visibility Matters – “Securing a Seat at the Table” Isn’t Enough Without Using It.

It’s not just about attaining leadership roles, but confidently using those positions to influence culture, decision-making, and inclusivity.

Vulnerability is a Strength, Not a Liability

Sharing personal stories of challenges and failure not only normalizes the leadership journey but fosters solidarity and deeper connection among peers.

Saying ‘No’ is a Leadership Skill

Recognizing the importance of boundary-setting prevents burnout and ensures energy is directed toward meaningful, high-impact work.

Diversity in Leadership Teams Correlates with Organizational Success

Institutions with more diverse executive teams see better financial and quality outcomes, reinforcing the business case for inclusion.

Feedback-Driven mentorship and sponsorship Ensures Relevance and Growth

Key Takeaways



Gender Inequity Remains a Persistent Barrier

Despite making up the majority of the healthcare workforce at entry levels, women are significantly underrepresented in C-suite and CEO roles, reflecting systemic inequities and persistent cultural norms.

Intentional Strategies Fuel Female Leadership Advancement

Tactics such as mentorship, boundary setting, storytelling, and active pursuit of leadership roles are critical tools that help women navigate and overcome leadership barriers.

Leadership Success Requires Both Personal Resilience and Systemic Change

Personal empowerment alone is not enough—sustainable progress demands organizational and cultural shifts that value inclusivity and redefine leadership narratives.

Authentic Representation Builds Influence and Drives Innovation

Women leaders should contribute authentically at the decision-making table, amplifying diverse perspectives and fostering environments where innovation can thrive.

Mentorship, Sponsorship, and Peer Networks Are Essential

Empowering the next generation of leaders through formal and informal mentorship networks is necessary to uplift others and build support systems.



Questions?

Contact:

Zarrina Bobokalonova, zarrina.bobokalonova@memorialhermann.org

Dr. Renuka Gupta, Renuka.Gupta@mwhc.com

Dr. Katherine Hochman, Katherine.Hochman@nyulangone.org