



## Christopher Covin, MD

Associate Physician-in-Chief, Physician Human Resources,  
Education & Development  
KP Diablo Service Area

Creative and forward-thinking, Christopher Covin, MD, has propelled the Physician Human Resources, Education & Development team to new heights. In addition to expanding The Permanente Medical Group's (TPMG) Equity, Inclusion, and Diversity work through lectures and in-depth bias training, he has helped oversee the development of the Wellness Champions and aided in initiating mentorship circles for doctors of color and doctors with young children.

As a stalwart of continual growth and learning, Dr. Covin implemented a third-year medical school clerkship program to support the next generation of physicians. He is most excited by the development of a five-year, 360-assessment leadership program for KP Diablo Service Area chiefs.

*"Preparing our chiefs to be enduring leaders is the touchstone by which we can make a real difference,"* said Dr. Covin. *"Leadership isn't about being in charge, it's about being involved."*

During the pandemic, Dr. Covin's role magnified to include organizing physician deployment for work stoppages as well as balancing systems to bridge deficits. For more than 22 years, he has consistently taken a collaborative approach to his work, focused on growth mindset, kindness, and respect. He consistently strives for improvement in all areas, and his extraordinary contributions have helped to build a solid foundation for the future leaders of TPMG.

**"Dr. Covin demonstrates his care for people and the organization. He develops systems to invest in others so they can be their absolute best. He is the quintessential physician leader."**

Ken Grullon, MD, physician-in-chief,  
KP Diablo Service Area

Sharon Mowat, MD, physician-in-chief,  
KP Diablo Service Area

# 2023

## CECIL CUTTING LEADERSHIP AWARD