

BLACK HEALTH CARE EXECUTIVE SPOTLIGHT | JON-MICHAEL WILLIAMS

Hall Render is proud to present the next installment of the *Black Health Care Executive Spotlight*, a series celebrating the achievements and contributions of Black leaders in the health care industry. Through interviews with executives from hospitals, health systems and other provider groups, the series aims to showcase the diverse perspectives shaping the future of health care.

This installment of Hall Render's *Black Health Care Executive Spotlight* series features **Jon-Michael Williams**, Assistant Vice President at **Atrium Health Navicent**. With a remarkable career dedicated to advancing health care operations and improving patient outcomes, Jon-Michael exemplifies leadership and innovation in the evolving health care landscape. Interviewed by Hall Render attorney **Rubin Pusha**, this spotlight dives into Jon-Michael's journey, the meaningful impact of his work and his aspirations for fostering diversity, equity and inclusion across the industry.

INTERVIEW

Q 1: What inspired you to pursue a career in health care?

A: Health care chose me. After high school, I took some time to explore my interests and began working as a patient transporter at a local hospital. That role sparked my passion for health care and a deep desire to make a meaningful impact on people's lives.

Growing up, I saw firsthand how health disparities affected my community, from access issues to quality of care. This motivated me to help bridge that gap and create equitable systems of care. Health care offers a unique opportunity to serve individuals at their most vulnerable—and sometimes their best—moments. Early on, I realized the intersection of leadership, health policy and direct patient care was where I could contribute most. That mission-driven focus has fueled my passion and commitment throughout my career.

Q2: Who has been the most significant influence on your leadership journey in health care?

A: My parents were my greatest influences. They instilled in me the values of integrity, humility and a strong foundation of faith. These principles have guided me throughout my life and career. I've also been fortunate to have incredible mentors. One of my first mentors in health care demonstrated the importance of leading with empathy, vision and integrity. He asked me early on about my goals and encouraged me to explore my potential, saying, "You have it." Over time, I've learned what "it" meant and how to align it with my purpose.

Throughout my journey, I've prioritized investing in people and fostering diverse teams. Many leaders and mentors have shaped my philosophy and helped me navigate challenges, and now I strive to support the next generation of health care leaders.

Q 3: Why do you think having more Black professionals in the health care industry is important, particularly at the executive level?

A: Diversity, equity and inclusion ("DEI") are critical for shaping the future of health care. A diverse leadership team ensures better representation, fosters inclusive policies and improves care quality for all communities.

Having leaders from various racial and ethnic backgrounds broadens perspectives at the decision-making table, creating more equitable systems and innovative solutions. As health care becomes increasingly personalized and data-driven, DEI ensures no community is left behind. Black professionals in executive and administrative roles bring much-needed representation and influence. Their voices help drive policies that reflect the needs of diverse communities, ensuring everyone can reach their full potential.

Q 4: What advice would you give to young Black professionals aspiring to leadership roles in health care?

A: Three key pieces of advice:

- a. *Stay grounded in your values.* Your values will guide you through challenges and help you make decisions aligned with your purpose.


- b. *Build strong relationships.* Networking isn't just about who you know—it's about who knows you. Develop a village of mentors, peers and sponsors who can support and guide you.
- c. *Be bold.* Don't let fear hold you back. Embrace opportunities and proceed until apprehended. Boldness often leads to growth and new possibilities.

Leadership is not about titles or salaries—it's about the impact you make in people's lives. Always keep patients, families and communities at the heart of what you do. With that focus, the sky's the limit.

PRACTICAL TAKEAWAYS

- Jon-Michael Williams emphasizes the importance of staying grounded in personal values and mission-driven goals. Early experiences in health care, shaped by a commitment to equity and improving patient care, serve as a driving force throughout a career. Integrity, empathy and humility are key to effective leadership.
- DEI is essential for shaping a more equitable health care system. Diverse leadership teams bring varied perspectives, leading to more innovative and inclusive solutions that better serve all communities.
- Engage with this important conversation on diversity in health care by reaching out to Rubin Pusha at rpusha@hallrender.com or Mayo Alao at malao@hallrender.com for more insights on fostering diversity and improving patient care in the industry.

ABOUT JON-MICHAEL WILLIAMS

 **Jon-Michael Williams** is the Assistant Vice President at Atrium Health Navicent. In this role, he leads market-based strategic planning, business development and service line growth. Jon-Michael's career at Atrium Health has been marked by progressive leadership roles, including his previous positions as Assistant Vice President of Regional Partnerships, Director of Operations for the Atrium Health Hospitalist Group and Administrative Fellow at Atrium Health Carolinas Medical Center.

Hall Render blog posts and articles are intended for informational purposes only. For ethical reasons, Hall Render attorneys cannot—outside of an attorney-client relationship—answer specific questions that would be legal advice.