

Stacey B. Lee, JD

JOHNS HOPKINS PROFESSOR | ATTORNEY | AWARD-WINNING AUTHOR

National Authority on High-Stakes Healthcare Negotiation & Healthcare Policy Analysis. Creator of the HEAR™ Framework

WHAT STACEY DOES:

Stacey B. Lee helps healthcare leaders navigate their most consequential decisions—during funding crises, regulatory pressure, organizational change, and high-stakes conflict—when the cost of misalignment is burnout, stalled innovation, or patient harm.

WHY SHE'S DIFFERENT:

Creator of the HEAR™ Framework, the first negotiation methodology built specifically for the realities of medicine, care delivery, and the business of health—not a general business model applied to healthcare.

INSIDE PERSPECTIVE:

A former securities litigator and in-house counsel to two major healthcare corporations, Stacey understands the operational, legal, and ethical pressures shaping today's health systems in ways few negotiation experts can.

As a Professor at the Johns Hopkins Carey Business School with a joint appointment at the Bloomberg School of Public Health, she bridges academic rigor with real-world application.

MEDIA & POLICY ANALYSIS:

A sought-after healthcare policy analyst, Stacey translates complex regulatory and industry developments into clear, actionable insights for national audiences. Her commentary appears across CNN, CBS, NPR, Bloomberg, USA Today, The Washington Post, and The New York Times.

IMPACT:

Trained 2,000+ professionals across 125+ organizations—from academic medical centers to pharmaceutical companies, payers, and private equity-backed healthcare ventures.



“Healthcare's most critical decisions don't fail for lack of expertise; they fail for lack of negotiation.”

MEDIA EXPERTISE & AVAILABILITY

BOOK STACEY LEE WHEN THE STORY INVOLVES:



HEALTHCARE NEGOTIATION & LEADERSHIP:

- Hospital system restructuring and funding pressures
- Physician burnout, workforce conflict, and retention challenges
- High-stakes contract negotiations in healthcare settings



HEALTHCARE POLICY & REGULATION:

- Drug pricing, PBM conflicts, and pharmaceutical market dynamics
- Private equity pressure on care delivery models
- AI governance, risk, and ethical frameworks in healthcare



CURRENT EVENTS THROUGH A NEGOTIATION LENS:

- Healthcare workforce negotiations amid staffing shortages
- Policy shifts affecting healthcare delivery and operations
- Gender equity and compensation disparities in medicine



"Healthcare negotiations fail not because leaders lack expertise—but because they're navigating medicine, care delivery, and business pressures without frameworks designed for healthcare's unique realities."

WHAT STACEY DELIVERS

- Clear translation of complex healthcare decisions into accessible insights
- Practical framing grounded in legal, regulatory, and operational realities
- Calm, authoritative analysis during breaking healthcare news
- Quotable commentary that connects policy to real-world impact

AVAILABLE FOR:

- Television interviews (CNN, CBS, Bloomberg)
- Radio segments (NPR, Bloomberg Radio)
- Podcast appearances
- Print and digital expert commentary
- Documentary consultation
- Contact: stacey@staceyblee.com | www.staceyblee.com

INSIDE PERSPECTIVE: LEGAL, REGULATORY & OPERATIONAL EXPERTISE



Most negotiation experts have never worked inside healthcare.

Stacey B. Lee has spent more than two decades navigating the legal, regulatory, and operational realities that make healthcare negotiations uniquely complex—not as an outside consultant, but as an inside attorney, regulatory specialist, and academic leader.

LEGAL FOUNDATION

What: Securities litigator + in-house counsel to two major healthcare corporations.

So what: Understands compliance failures, fiduciary obligations, risk management from the inside.

Why it matters: Most negotiation experts have never worked inside healthcare's legal and operational pressure cooker.

REGULATORY EXPERTISE

What: Regulatory specialist for nation's leading health insurance trade association.

So what: Firsthand experience with FDA processes, policy development, industry negotiation dynamics.

Why it matters: Can anticipate regulatory constraints before they become problems.

ACADEMIC RIGOR

What: Professor at Johns Hopkins Carey Business School & Bloomberg School of Public Health, Fulbright Specialist.

So what: Bridges research, teaching, and practice.

Why it matters: Framework is evidence-based, not just experiential.

WHAT THIS MEANS FOR ORGANIZATIONS:

- Frameworks designed for healthcare's regulatory constraints and ethical obligations.
- Strategies tested across clinical, operational, and policy contexts.
- Training that addresses power dynamics, institutional pressures, and decision-making realities healthcare professionals actually face.

“This isn't theory applied to healthcare. This is healthcare expertise applied to negotiation.”

THE HEAR™ FRAMEWORK

The HEAR™ Framework is the first negotiation methodology built specifically for healthcare. Grounded in legal, regulatory, ethical, and operational realities, HEAR™ equips clinicians, executives, and interdisciplinary teams to navigate complex conversations where stakes are high and trust is essential.

HEAR™ FOCUSES ON:

- Healthcare-specific negotiation dynamics.
- Empowerment across roles and disciplines.
- Strategic acknowledgment to reduce defensiveness.
- Recasting conflict around shared purpose..

EXAMPLE:

When a Top 10 academic medical center faced physician walkouts over scheduling conflicts, the HEAR™ Framework shifted the conversation from 'administration vs. clinicians' to 'how do we design sustainable coverage that serves patients and prevents burnout?' Resolution was achieved in three facilitated sessions.



"It is not a general negotiation model applied to healthcare. It is healthcare's negotiation model."

H



E



A



R

HEALTHCARE
Navigate 3 pillars

EMPOWERMENT
Ground yourself

ACKNOWLEDGEMENT
Validate perspectives

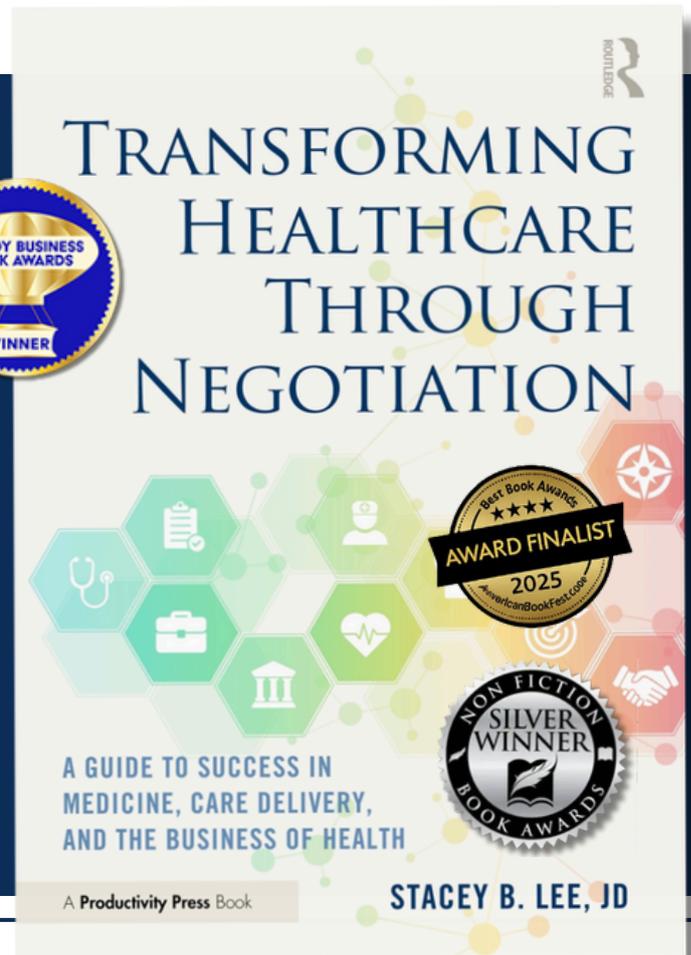
RECASTING
Create possibilities

"ME VS YOU" BECOMES "US VS THE PROBLEM"

BOOKS & AWARDS

TRANSFORMING HEALTHCARE THROUGH NEGOTIATION

- 2025 Goody Business Book Awards: **WINNER, Best Business Book**
- 2025 Goody Business Book Awards: **FINALIST, Best First Book & Best Cover Design**
- Nonfiction Authors Association: **Silver Medal Winner**
- Amazon #1 New Release & Top 3 Bestseller



A PRACTICAL FIELD GUIDE TO TRANSFORMING HEALTHCARE THROUGH NEGOTIATION

- Amazon #1 New Release
- Amazon Top 3 Bestseller



MEDIA & DOCUMENTARY



FEATURED RESEARCH EXPERT

The Pink Pill, Sex, Drugs & Who Has Control

A documentary examining gender disparities in healthcare research and treatment. Stacey's expertise on negotiation, power dynamics, and policy analysis informs the film's investigation into systemic inequities in medicine.

2025 DOC NYC AUDIENCE AWARD WINNER

Streaming Internationally in 2026

MEDIA COMMENTARY

A sought-after healthcare policy analyst, Stacey translates complex regulatory and industry developments into clear, actionable insights for national audiences."



Bloomberg

The New York Times

**Modern
Healthcare**



The Washington Post



USA TODAY



COMMENTARY TOPICS

HEALTHCARE NEGOTIATION & LEADERSHIP

- Why negotiations break down
- High-pressure communication
- The HEAR™ Framework

HEALTHCARE POLICY & REGULATION

- Public trust & transparency
- Evidence, uncertainty & negotiation
- Conflict, alignment, and burnout

WORKFORCE & ORGANIZATIONAL DYNAMICS

- Conflict, alignment, and burnout
- Gender equity in pharma
- Legal implications

EMERGING HEALTHCARE ISSUES

- Guardrails, risk & governance
- Negotiating responsibility
- Ethical friction points

RECENT MEDIA

- **CNN:** High-stakes negotiation breakdown and leadership alignment
- **USA Today:** Operational resilience and healthcare leadership challenges
- **Bloomberg:** Healthcare policy analysis and regulatory developments
- **NPR:** Healthcare workforce dynamics and systemic pressures
- **Washington Post:** Healthcare industry trends and organizational change
- **New York Times:** Featured in November 2025 Style section profile of *The Pink Pill* documentary.

TRUSTED BY & ENDORSEMENTS

Healthcare leaders, academic medical centers, and national institutions.

Stacey's work has supported clinicians, executives, and organizations navigating complex negotiations, leadership challenges, and policy-driven change across healthcare.

REGINA E. HERZLINGER

Nancy R. McPherson Professor of Business Administration, Harvard Business School
With Brian Walker, DrPH, and Ben Creo, MDiv, Harvard Business School

"The healthcare environment requires a negotiation framework that is relationship-centered rather than transactional. Stacey Lee's HEAR Framework provides a structured and actionable approach to aligning stakeholder interests and shifting negotiations toward strategic collaboration."

JAMES K. STOLLER, MD, MS

Professor and Chair, Education Institute,
Cleveland Clinic

"The HEAR approach to negotiation has improved healthcare and will make you better. Its relational context, anchored in emotional intelligence, aligns beautifully with the principles that underlie optimal clinical practice. Transforming Healthcare Through Negotiation is a must-read for caregivers."

DANIEL H. STERMAN, MD

Chief, Division of Pulmonary, Critical Care &
Sleep Medicine, NYU Langone Health

"Stacey Lee's HEAR Framework offers a practical, evidence-based approach that resonates with the complex realities of academic medicine. Her book provides healthcare leaders with concrete tools for advancing collaboration across clinical, research, and educational domains."

SEZEN KARAKUS, MD

Assistant Professor of Ophthalmology, Wilmer
Eye Institute, Johns Hopkins University

"Stacey's coaching gave me a clear, actionable plan during a time-sensitive negotiation. Her guidance helped me advocate confidently and professionally, and I secured a better outcome while gaining tools I'll carry forward."

SUSAN DENTZER

Healthcare Policy Analyst; Former Editor-in-
Chief, Health Affairs

"The HEAR approach to negotiation has improved healthcare and will make you better. Its relational context, anchored in emotional intelligence, aligns beautifully with the principles that underlie optimal clinical practice. Transforming Healthcare Through Negotiation is a must-read for caregivers."

JOHN HELLER

Healthcare Entrepreneur and Executive. CEO, myOrthos; Founder and Former CEO, HealthPRO-Heritage

"The healthcare environment requires a negotiation framework that is relationship-centered rather than transactional. Stacey Lee's HEAR Framework provides a structured and actionable approach to aligning stakeholder interests and shifting negotiations toward strategic collaboration."

SPEAKING & TRAINING



Equipping healthcare professionals to navigate high-stakes conversations with clarity and confidence.

Stacey B. Lee delivers keynotes, workshops, and executive programs designed for healthcare's most complex environments. Her work combines legal insight, policy fluency, and practical negotiation tools grounded in the realities of care delivery, regulation, and leadership. Her sessions are known for clarity, engagement, and immediate applicability.

KEYNOTE PRESENTATIONS

For conferences, leadership forums, and healthcare summits.

Keynotes introduce the HEAR™ Framework and reframe negotiation as a core leadership and clinical competency.

Common themes include:

- High-stakes negotiation in healthcare settings
- Leadership communication under pressure
- Navigating conflict, change, and uncertainty
- Aligning clinical, operational, and financial priorities
- The impact of negotiation failures on burnout and retention.

EXECUTIVE & ORGANIZATIONAL PROGRAMS

Custom programs for senior leadership teams navigating strategy, policy change, or organizational tension. Engagements often support:

- Leadership alignment
- Stakeholder negotiations
- Organizational transformation
- Policy and regulatory navigation

FOR PE-BACKED & GROWTH-STAGE HEALTHCARE ORGANIZATIONS

Custom engagements for portfolio companies navigating:

- Post-acquisition integration and culture alignment
- Board-level conflicts and stakeholder negotiations
- Rapid scaling under regulatory and operational constraints
- Value creation through improved leadership effectiveness

SPEAKING & TRAINING



WORKSHOPS & INTERACTIVE TRAINING

For healthcare systems, academic medical centers, and professional associations. Workshops are highly interactive and scenario-based, drawing on real challenges faced by clinicians and leaders.

FORMATS INCLUDE:

- Half-day and full-day programs
- Leadership retreats
- Interdisciplinary team training
- Clinician and faculty development

FOCUS AREAS INCLUDE:

- Negotiation for clinicians and care teams
- Managing power dynamics and competing priorities
- Conflict resolution in complex environments
- Advocacy with professionalism and relationship preservation

WHAT PARTICIPANTS SAY



"Exceptionally engaging and immediately applicable."

— Assistant Professor, Johns Hopkins School of Medicine



"The best negotiation training I've attended."

— Workshop participant



"Clear, compelling, and motivating."

— Johns Hopkins Medicine

BOOKING & CONTACT

Stacey B. Lee, JD

Speaking • Training • Media
Commentary • Strategic Advisory

Email: stacey@staceyblee.com

Website: www.staceyblee.com

Linkedin: linkedin.com/in/staceyblee



SPEAKING & TRAINING

Stacey delivers keynotes, workshops, and executive programs for healthcare organizations navigating high-stakes decisions, organizational change, and leadership challenges. Engagements are customized to organizational context and audience needs.

MEDIA COMMENTARY

Available for television, radio, podcast, and print interviews on:

- Healthcare negotiation and high-stakes decision-making.
- Healthcare policy analysis and regulatory developments.
- FDA, drug pricing, AI governance, and industry trends.
- Healthcare leadership, workforce dynamics, and organizational change.

STRATEGIC ADVISORY

Consulting engagements for organizations navigating complex negotiations, stakeholder conflict, policy change, or leadership transitions.

HOW ORGANIZATIONS WORK WITH STACEY

- **Speaking Engagements:** Keynotes and presentations for conferences, leadership forums, and healthcare summits. Custom content aligned with organizational priorities and audience needs.
- **Training Programs:** Half-day and full-day workshops for healthcare systems, academic medical centers, and professional associations. Interactive, scenario-based training grounded in real challenges.
- **Executive Programs:** Strategic advisory for senior leadership teams navigating organizational change, stakeholder conflicts, or high-stakes negotiations. Custom engagements designed for specific situations.
- **Media Availability:** Television, radio, podcast, and print interviews on healthcare policy, negotiation, and leadership. Responsive to breaking news and analytical deep-dives.

AVAILABILITY

Response Time: 24-48 hours

Formats: In-person and virtual engagements

Available for national and international engagements.