



Quadruple Aim Physician Leadership Retreat 2020

[Pick From Either May 14 – 17 or September 24 - 27/ 2020 in Seattle, Washington]

“Early Bird” Retreat Overview and Pricing

Mark Your Calendar NOW!

Pick from TWO 2020 Retreat Dates:

May 14 – 17, 2020

Or September 24 – 27, 2020

Location: Seattle, Washington, the Edgewater Hotel

Intimate Group of Only 36 Participants
13 Hours of CME – Comprehensive 12 week Follow Up System
167 Graduates To Date

**SAVE \$500 – When You Register For Either Retreat
During the *Early Bird Discount Window* January 11 & 12, 2020**

NOTE: Group Discounts Always Available for 2 or More Who Register Together

[*Complete Registration Instructions on Page 9 of this document*]

“You gave us practical tools for burnout. Most of the stuff out there is just “fluff” to me - this was practical.”

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“I enjoyed meeting colleagues from around the country and knowing we are all experiencing the same stuff.”

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“Though I am not burned out, I found so much of it practical and helpful for preventing burnout and for bringing back to colleagues at home. I’ve recommended the tools to many people.”

[[complete testimonials here](#)]

The Training and Support to Be an Effective Physician Wellness Champion using our Experience [Training over 30,000 Doctors](#) to Stop Physician Burnout for [163 Corporate Clients](#) to date.

Healthcare’s New Quadruple Aim:

The Triple Aim, first proposed by the Institute for Healthcare Improvement (IHI) in the 1990’s, mandates healthcare organizations focus their leadership bandwidth on three areas of improvement - Cost, Quality and Population Health.

The IHI now admits that this last twenty years of relentless focus on the Triple Aim is actually a contributor to the current physician burnout epidemic – for one simple reason. ***The Triple Aim pays no attention to the people providing the care*** – the physicians and staff. Cost, Quality and Population Health improve, often at the people’s expense.



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[The Quadruple Aim movement](#) adds the health and wellbeing of the providers to the original Triple Aim. In a true Quadruple Aim organization, no initiative targeting Cost, Quality or Population Health would launch without ensuring its effect on the health of the people was either neutral or positive. The common sense of the Quadruple Aim is staggering. How can we expect our people to take the best care of our patients if they are themselves overstressed, out of balance and walking the cliff edge of burnout?

Unfortunately, most healthcare workplaces are far from this Quadruple Aim reality. *Without strong, caring, skilled leadership, the average healthcare workplace is quite hostile to the people doing the work.* This is a natural expression of the culture and conditioning of our medical education and it does not have to be this way.

How will we bridge this gap? **How will we change the culture of the workplace to one of support, trust, health and engagement?** *We need Quadruple Aim Physician Leaders Like You* who understand how to support wellbeing in themselves and others -- leaders who have the awareness and skills to prevent burnout organization-wide.

Ideal Participant:

The retreat is 100% appropriate for any physician leader AND was designed specifically for the typical “straddle leader”. The physician who is part-time clinical and occupies an official part-time leadership position in the organization at the same time. Straddle leaders are at higher personal risk for burnout, struggle to find adequate time for their leadership role and have not been trained in the leadership and communication skills to consistently build trust and engagement on their teams.

The retreat experience is IDEAL for you if you either currently are in the position of Wellness Champion in your ward, wing or organization – or if you aspire to be that wellness leader. You are one of the front-line physician leaders who are “my boss” to the clinical providers and care delivery teams.

It is with front-line leaders like you that the Quadruple Aim will live or die in the organization. [And we are well aware you may - or may not - be getting paid or have protected hours for your leadership activities currently. Negotiating for time and money will be one of the topics we cover at the retreat.]



[[complete testimonials here](#)]



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Retreat Objectives:

Equip you with a comprehensive skill set to hard wire the Quadruple Aim into your personal lives, the culture of your teams and your entire organization. The agenda includes training in awareness, mindfulness, personal communication and facilitation skills and system design. You will upgrade both your inner and outer leadership skill sets and your ability to build and maintain a balanced life outside of work.

- Learn how to recognize, prevent and treat burnout in yourself and others
- Learn practice efficiency tools so that everyone can get home sooner
- Learn and practice life balance tools to maintain boundaries and the ability to recharge
- Learn and practice mindfulness skills to improve both patient care and leadership effectiveness
- Learn and practice skills to lead better – and fewer – meetings
- Learn and practice effective delegation strategies
- Learn and practice giving feedback and dealing with disruptive colleagues
- Learn the skills to transform physician resistance to change
- Learn and practice trust building leadership and communication skills
- Learn how to navigate bureaucracy and manage your boss
- Learn a four-part strategy for system-wide, proactive burnout prevention
- Build and deploy a personal action plan on your return to work
- Build a post-retreat support system to ensure implementation of your action plan

The training experiences are designed to support *three levels of awareness* for all participants:

- How do these concepts apply to me personally?
- How do these concepts apply to me as a leader and to the people on my teams?
- How do these concepts apply to me as a creator of the systems of care and to the organization as a whole?

*“An intimate, honest, open, supportive group interaction.
The size was great.”*

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*“I am amazed how the tools lead me to start really looking at
particular reasons I feel burned out.”*

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*“I have used many of the tools I learned and incorporated them into our
live orientation sessions and have gotten great feedback.”*

[[complete testimonials here](#)]



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Unique Features of the Quadruple Aim Physician Leadership Retreat

The People:

This will be a unique gathering of very special people. Everyone in the room will be a physician leader who cares about their people enough to take new actions. You are a rare individual in our experience. *Join the Movement*. It is high time we got together to support each other and the important new concept of the Quadruple Aim. Our intention is to form a community of support in the wake of this training. We provide 12 weeks of follow up support as a component of your retreat package. Afterwards our community can continue to ensure you are never alone doing this important work back in the front lines of your organization. We can have each other's back.

NOTE: There is plenty of time in the retreat schedule for you to make new connections and new friends, tell war stories, get a second opinion on something you are struggling with, some fresh ideas, a different perspective and a support hug or two.

The Training:

All the trainings and tools were developed and tested via 2300 hours of one-on-one coaching with physicians and training over 30,000 doctors for 163 corporate clients of all sizes. We know these techniques work in the real world, they will work for you too. The trainings are fun, interactive, high energy – definitely not another boring “lecture”. This will be our sixth and seventh QAPLRetreat. There are 167 graduates of the Retreat Experience doing great work in the USA, Canada, New Zealand and Australia, Israel and South Africa as wellness champions.

Your Trainer:

[Dike Drummond MD](#) is a family doctor and CEO of [TheHappyMD.com](#). In addition to the coaching and training experience cited above, he is the author of *Stop Physician Burnout* with over 40,000 copies in print, creator of the *Burnout Proof* smart phone App and the research proven *One Minute Mindfulness Program* for physicians.

The Comprehensive Follow Up Support System:

The Retreat experience includes 12 weeks of complete follow up support focused on making sure you walk your action plan and put your new skills and awareness to good use on your return home.

- Weekly group coaching phone calls
- Weekly retreat graduate newsletter
- A private Facebook group for daily communications
- Dedicated private Retreat Resources Page at [TheHappyMD.com](#)

The Venue:

[The Edgewater Hotel](#) is the only waterfront hotel in Seattle. It is where the Beatles fished out of one window and Led Zeppelin threw a couch out of another. It is *relentlessly hip, the food is great -- and there is plenty of it --* and it serves as a convenient home base to explore the rest of the city. The [Pike Place Market](#) is only 3 blocks away.



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We reserved a block of Edgewater rooms at a significant discount for the retreat dates and one day before and afterwards. Stay an extra day or two and make this a real vacation! Here are [some things to do in the Seattle area](#). We HIGHLY ENCOURAGE you to schedule a couple extra days on the end of the retreat to make this a real vacation. Please DO NOT fly out on Sunday and go back to work on Monday. Please also consider bringing your spouse and/or significant others – there is plenty for them to experience while you are in the retreat training sessions.



[[complete testimonials here](#)]

Retreat Schedule

(see detailed schedules on next two pages)

Thursday Day 1:

5:30 PM -- Heavy hors d'oeuvres (salmon, oysters, fruit, artisan cheeses ... all delicious), drinks

7-9PM -- Set the retreat context, personal outcome goals, meet and greet and network

Friday, Saturday & Sunday: Days 2 - 4

Mindfulness practice	7:30AM
Breakfast	8 – 9AM
AM Training	9 – noonish
Lunch	Noonish
PM Training	1 – 3ish
Afternoons & Evenings	Free

Note: On Sunday the PM Session is for Action Planning, forming the MasterMind and the Graduation Ceremony

Day 5 to Day 90:

- Dedicated Retreat Private Facebook page for 24/7 support and connection.
- Dedicated Retreat Resources Page at TheHappyMD.com.
- 12 Weekly Group Mastermind Coaching Calls supporting you to implement your action plan on your return home. Full call notes and recording will be emailed to all attendees after each call.
- Weekly retreat graduate email newsletter

SPRING 2020 Quadruple Aim Physician Leadership Retreat Schedule

Thursday 5/14		Friday 5/15	Saturday 5/16	Sunday 5/17
Meet & Greet Launch		PERSONAL TOOLS	LEADERSHIP TOOLS	ORGANIZATION TOOLS ACTION PLAN & LAUNCH
	7:30 AM 8:00 AM 9:00 AM	Mindfulness Practice Breakfast 1) Burnout Proof LIVE 2) Mindful Leadership 3) Balance and Boundaries	Mindfulness Practice Breakfast 1) Leadership Power Tools 2) Delegation & Feedback 3) Transforming Physician Resistance to Change	Mindfulness Practice Breakfast 1) How to Manage Your Boss 2) Dealing with Disruptive Docs 3) Quadruple Aim Blueprint Lessons Learned
	NOONISH	LUNCH	LUNCH	LUNCH
Registration 5:30 PM Hotel Lobby Evening Reception 6 - 7PM Retreat Launch 7 - 9PM	1:00 PM 2:00 PM 3:00 PM	4) Get Home Sooner Q&A, Case Studies PM and Evening Free	4) Better Meetings Power Tools Q&A, Case Studies PM and Evening Free	Action Planning Form the MasterMind * GRADUATION *

ALL TRAININGS BY DIKE DRUMMOND MD

All Events at the Edgewater Hotel
2411 Alaskan Way, Seattle, WA 98121
(206) 728-7000

Thursday Reception
Plenty of excellent food and an open bar. Partners and family members welcome

FALL 2020 Quadruple Aim Physician Leadership Retreat Schedule

Thursday 9/24		Friday 9/25	Saturday 9/26	Sunday 9/27
Meet & Greet Launch		PERSONAL TOOLS	LEADERSHIP TOOLS	ORGANIZATION TOOLS ACTION PLAN & LAUNCH
	7:30 AM 8:00 AM 9:00 AM	Mindfulness Practice Breakfast 1) Burnout Proof LIVE 2) Mindful Leadership 3) Balance and Boundaries	Mindfulness Practice Breakfast 1) Leadership Power Tools 2) Delegation & Feedback 3) Transforming Physician Resistance to Change	Mindfulness Practice Breakfast 1) How to Manage Your Boss 2) Dealing with Disruptive Docs 3) Quadruple Aim Blueprint Lessons Learned
	NOONISH	LUNCH	LUNCH	LUNCH
Registration 5:30 PM Hotel Lobby Evening Reception 6 - 7PM Retreat Launch 7 - 9PM	1:00 PM 2:00 PM 3:00 PM	4) Get Home Sooner Q&A, Case Studies PM and Evening Free	4) Better Meetings Power Tools Q&A, Case Studies PM and Evening Free	Action Planning Form the MasterMind * GRADUATION *

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Training Sessions:

NOTE: The Retreat is qualified for 13 hours of Category One CME by the AAFP.

Burnout Basics

How to understand, recognize and prevent burnout in yourself and others

Balance and Boundaries

The keys to work-life balance and healthy boundaries for busy doctors

Get Home Sooner

Practice efficiency tools to get home sooner

Better Meetings

Cut your meeting schedule in half and make every one count

Delegation Power Tools

Delegation for peak performance

Mindful Leadership

Simple mindfulness tools to become a more comfortable and effective leader. Learn to be the eye of the storm at work. Learn how to change roles and refocus quickly and simply.

Transforming Physician Resistance to Change

Key leadership skills to create physician engagement

Leadership Power Tools

Build a culture of trust, teamwork and performance on your teams.

Effective Feedback Strategies

Learn to give feedback that builds trust and improves performance

Dealing with Disruptive Colleagues

How to safely and effectively manage all three flavors of “disruptive” colleagues

How to Manage Your Boss

How to navigate a bureaucracy and get what you need when you are not the boss

The Quadruple Aim Blueprint Strategy

A four-part system wide burnout prevention strategy



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Retreat Investment:

Your retreat investment includes

- The entire retreat training and networking experience
- The full 12-week follow up support system
- Sunday evening reception with food and drinks
- Breakfast, lunch and snacks Thursday through Sunday
- All retreat materials and resources on the private retreat web page

NOTE: This professional development activity is a deductible business expense and/or a legitimate use of your CME or Professional Development funds

BONUSES: You also receive:

- Lifetime access to the 1 Minute Mindfulness Program
- Guided Imagery Library of downloadable MP3's
- Five signed copies of "Stop Physician Burnout"
- Lifetime 20% discount on all future trainings and retreats at TheHappyMD.com

All these benefits for ONLY \$3497

You Can Register at That Price at Any Time Using These Links:

[Use This Link for the MAY Retreat](#)

[Use This Link for the SEPTEMBER Retreat](#)

GROUP DISCOUNTS ALWAYS AVAILABLE FOR TWO OR MORE PARTICIPANTS

Early Bird List Members Receive \$500 off = ONLY \$2997
When You Register Within the 36 Hour *Early Bird Discount Window*

- From 9AM Pacific Time (US) Saturday, January 11th
- Until 9PM Pacific Time (US) Sunday, January 12th

HOW TO LOCK IN YOUR EARLY BIRD \$500 Discount
For Just 36 Hours Starting Saturday January 11th at 9AM Pacific Time (USA)

[Use This Link for the MAY Retreat](#)

[Use This Link for the SEPTEMBER Retreat](#)

You will see the Price Reset to Only \$2997 – that's \$500 Off – Until 9PM on 1/12

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After 1/12/20, the only way to save \$500 is with a group discount
when you register 2 or more.

**[Use this Link](#) to tell us about your group of two or more
and SAVE \$500 on each seat.**



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NOTE: Cancellation less than 30 days prior to the retreat is subject to a \$497 non-refundable deposit. See the Retreat Participant Agreement for full details. The full Retreat Participant Agreement will be emailed to you after you reserve your seat.

**RETREAT DATES ARE MAY 14 – 17 OR SEPTEMBER 24 – 27, 2020
IN SEATTLE, WASHINGTON AT THE AMAZING EDGEWATER HOTEL**

REGISTRATION IS LIMITED TO 36 PARTICIPANTS

**Use the links above to secure your seat and SAVE \$500
During the 36 Hour Early Bird Registration Window**

9AM Saturday January 11th, 2020 until 9PM Sunday January 12th, 2020

[Group Discounts for 2 or More Who Register Together – [Contact Us for Details](#)]

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Questions, comments, concerns, suggestions?

You can contact us in any of the following ways.

Email: thehappymd@gmail.com

Phone: 206-430-1905

Or use this [Contact Form](#) on the website

All of us here at TheHappyMD.com are very excited about meeting you and launching an authentic Quadruple Aim movement. It is my personal belief that the most successful organizations in the near future will be those who learn how to take much better care of their people. You are in the vanguard of this transformation in healthcare. I am excited to meet you in Seattle in 2020.

Until then, keep breathing and have a great rest of your day,



Dike

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thehappymd@gmail.com
206-430-1905