



# Quadruple Aim Physician Leadership Retreats 2021

[ Pick from Either April 15 – 18 or September 23 – 26 / 2021 LIVE on ZOOM ]

## 2021 VIRTUAL Retreat Overview and Pricing

**Mark Your Calendar NOW!**

**Pick from TWO 2021 Retreat Dates:**

**April 15 - 18, 2021**

**Or September 23 – 26, 2021**

**Location:** LIVE on ZOOM

Intimate Group of Only 20 Participants  
29.5 Hours of CME – Comprehensive 8 week Follow Up System  
196 Graduates to Date

NOTE: Discounts Always Available for FQHC, MedEd or Groups of 2 or More  
– [Use This Form](#) to Claim Your Discount(s)

**[ 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 40,000 Doctors to Stop Physician Burnout for 175 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.

[The Quadruple Aim movement](#) adds the health and wellbeing of the providers to the



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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](#) ]

## Retreat Objectives:



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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](#) ]

## Unique Features of the Quadruple Aim Physician Leadership Retreat



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## **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 8 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 3000 hours of one-on-one coaching with physicians and training over 40,000 doctors for 175 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 eighth and ninth QAPL Retreat. There are 196 graduates of the Retreat Experience doing great work in the on four continents 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 research proven *One Minute Mindfulness Program* for physicians, the *Ideal Physician Job Search Formula* online training program and many additional ground breaking burnout prevention trainings, tools and retreats for physicians.

## **The Comprehensive Follow Up Support System:**

We understand the real learning starts when you return home and use your new tools on the ground in your organization and with your people.

You are not alone as a QAPLR graduate. The Retreat experience includes 8 weeks of comprehensive 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](#)



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## The Venue:

Due to the COVID-19 Pandemic of 2020/21 the QAPL Retreat is delivered in a VIRTUAL format on the Zoom platform with an intimate group of only 20 participants.

- This is identical to the training delivery of both our 2020 retreats.
- All sessions will be recorded and stored in a participant-only resources page.
- We will work with all participants to ensure a fun, engaged, positive learning environment with plenty of time for questions, feedback and networking.



[ [complete testimonials here](#) ]

## Retreat Schedule

(see detailed schedules on spreadsheet pages below)

### Thursday, Friday and Saturday

Mindfulness practice	7:30AM
AM Training	8:30 – noonish
Break	Noonish
PM Training	1 – 2ish

### **All Times are Pacific - USA**

Time Zone Converter is Here: <https://www.timeanddate.com/worldclock/converter.html>

### Sunday

Final Quadruple Aim Blueprint Training  
Final Action Planning and Graduation  
The day is done by noon

### Day 5 to Day 60:

- Dedicated Retreat Private Facebook page for 24/7 support and connection.
- Dedicated Retreat Resources Page at TheHappyMD.com housing all retreat training videos, handouts and recordings of all Mastermind follow up calls.
- 8 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 2021 Quadruple Aim Physician Leadership Retreat Schedule

	<b>Thursday 4/15</b>	<b>Friday 4/16</b>	<b>Saturday 4/17</b>	<b>Sunday 4/18</b>
	<b>INTRO &amp; PERSONAL TOOLS</b>	<b>LEADERSHIP TOOLS</b>	<b>ORGANIZATION TOOLS</b>	<b>CORPORATE WELLNESS BLUEPRINT, LAUNCH &amp; GRADUATION</b>
7:30 AM	Mindfulness Practice	Mindfulness Practice	Mindfulness Practice	Mindfulness Practice
8:00 AM	1) Burnout Proof LIVE 2) Balance and Boundaries 3) Get Home Sooner	1) Mindful Leadership 2) Leadership Power Tools 3) Better Meeting Power Tools	1) Transforming Physician Resistance to Change 2) Dealing with Disruptive Doctors 3) How to Manage Your Boss	1) Quadruple Aim Blueprint Training Action Planning Launch the MasterMind * GRADUATION *
NOONISH	BREAK	BREAK	BREAK	FINISH
1:00 PM	Lessons Learned	4) Delegation and Feedback	Lessons Learned	
2:00 PM	Q&A, Case Studies	Lessons Learned Q&A, Case Studies	Q&A, Case Studies	

All Trainings On ZOOM Platform - Please Log in to Zoom Web Interface.  
 Avoid Phone Dial In if possible.  
 All times are Pacific - USA (UTC-7) and are approximate

## FALL 2021 Quadruple Aim Physician Leadership Retreat Schedule

	<b>Thursday 9/23</b>	<b>Friday 9/24</b>	<b>Saturday 9/25</b>	<b>Sunday 9/26</b>
	<b>INTRO &amp; PERSONAL TOOLS</b>	<b>LEADERSHIP TOOLS</b>	<b>ORGANIZATION TOOLS</b>	<b>CORPORATE WELLNESS BLUEPRINT, LAUNCH &amp; GRADUATION</b>
7:30 AM	Mindfulness Practice	Mindfulness Practice	Mindfulness Practice	Mindfulness Practice
8:00 AM	1) Burnout Proof LIVE 2) Balance and Boundaries 3) Get Home Sooner	1) Mindful Leadership 2) Leadership Power Tools 3) Better Meeting Power Tools	1) Transforming Physician Resistance to Change 2) Dealing with Disruptive Doctors 3) How to Manage Your Boss	1) Quadruple Aim Blueprint Training Action Planning Launch the MasterMind * GRADUATION *
NOONISH	BREAK	BREAK	BREAK	FINISH
1:00 PM	Lessons Learned	4) Delegation and Feedback	Lessons Learned	
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## Training Sessions:

**NOTE:** The Retreat is qualified for 29.5 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.

### *Delegation and Effective Feedback Strategies*

Learn to share the workload more effectively and use feedback that builds trust and provides continuous performance improvement

### *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
- 29.5 hours of CME
- The full 8-week follow up support system
- Lifetime Access to 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
- Five signed copies of “Stop Physician Burnout”
- Lifetime 20% discount on all future trainings and retreats at TheHappyMD.com

**All these benefits for ONLY \$3997**

**2020 DATES:      APRIL 15 – 18 and SEPTEMBER 23 – 26**

[Use This Link to Register for the APRIL Retreat](#)

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

DISCOUNTS ALWAYS AVAILABLE  
FOR FQHC, MEDED AND GROUPS OF TWO OR MORE PARTICIPANTS  
[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](mailto: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 Live on ZOOM in 2021.

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

### *Dike*



Dike Drummond MD  
CEO & Founder TheHappyMD.com  
[thehappymd@gmail.com](mailto:thehappymd@gmail.com)  
206-430-1905