



Quadruple Aim Physician Leadership Retreat 2019

[September 15 - 18 in Fort Worth, Texas]

Our 5th Physician Wellness Champion Intensive Retreat Overview and Pricing

Retreat Dates: September 15-18, 2019

Location: Fort Worth, Texas – Hilton Fort Worth

Intimate Group of Only 40 Participants
13 Hours of CME – Comprehensive 12 week Follow Up System

[Discounts Available for MedEd, Non-Profits and Groups of Two or More]

[*Complete Registration Instructions on Page 8 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](#) for over [163 Corporate Clients](#) on four continents 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 original Triple Aim. In a true Quadruple Aim organization, no initiative targeting Cost,



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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.

The successful organizations of the future will build this new Quadruple Aim culture by a simple means – the *Creative Destruction of Burnout*.

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

- Learn how to recognize, prevent and treat burnout in yourself and others
- Learn and practice leadership 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 fifth QAPLRetreat. There are 141 graduates of the Retreat Experience doing great work in the USA, Canada, New Zealand and Australia 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 and creator of 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 email newsletter exclusively for retreat graduates
- A private Facebook group for daily communications
- Dedicated private Retreat Resources Page at [TheHappyMD.com](#)

The Venue:

[Fort Worth Hilton](#)

Built in 1920, on the National Register of Historic Places, the Crystal Ballroom is where JFK made his last public address. A grand hotel near the airport and close to hundreds of shopping and entertainment options.

- Just 20 miles from DFW Airport.



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- Only 3 blocks from the shopping, dining and entertainment of [Sundance Square](#) and the [Bass Performance Hall](#).
- A short UBER from the [Ft. Worth Stockyards National Historic District](#) with its [twice daily cattle drive](#) and the [Stockyards Championship Rodeo](#).
- The Fort Worth Water Gardens, Fort Worth Zoo, Museum of Science & History, and the Botanical Garden are just a few minutes away.



[[complete testimonials here](#)]

Retreat Schedule

(see detailed schedule on next page)

Sunday Day 1:

5:30 PM -- Heavy hors d'oeuvres – super tasty, spouses, significant others and family welcome, drinks are on us

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

Monday, Tuesday, Wednesday: 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 Wednesday 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 email newsletters exclusively for retreat graduates.
- 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.

Fall 2019 Quadruple Aim Physician Leadership Retreat Schedule

West Promenade		Continental		Continental		Continental	
Sunday 9/15		Monday 9/16		Tuesday 9/17		Wednesday 9/18	
Meet & Greet Launch		PERSONAL TOOLS		LEADERSHIP TOOLS		ORGANIZATION TOOLS ACTION PLAN & LAUNCH	
		Mindfulness Practice		Mindfulness Practice		Mindfulness Practice	
		Breakfast		Breakfast		Breakfast	
		7:30 AM 8:00 AM 9:00 AM		7:30 AM 8:00 AM 9:00 AM		7:30 AM 8:00 AM 9:00 AM	
		1) Burnout Proof LIVE 2) Mindful Leadership 3) Balance and Boundaries		1) Leadership Power Tools 2) Delegation & Feedback 3) Transforming Physician Resistance to Change		1) How to Manage Your Boss 2) Dealing with Disruptive Docs 3) Quadruple Aim Blueprint Lessons Learned	
		LUNCH		LUNCH		LUNCH	
Registration 5:30 PM Hotel Lobby		1:00 PM 2:00 PM 3:00 PM		1:00 PM 2:00 PM 3:00 PM		Action Planning Form the MasterMind	
Evening Reception 6 - 7PM Retreat Launch 7 - 9PM		4) Get Home Sooner Q&A, Case Studies		4) Better Meetings Power Tools Q&A, Case Studies		* GRADUATION *	
		PM and Evening Free		PM and Evening Free			

ALL TRAININGS BY DIKE DRUMMOND MD

All Events at the Hilton Fort Worth
815 Main St, Fort Worth, TX 76102
(817) 870-2100

Sunday Reception - The West Promenade
Plenty of excellent food and an open bar. Partners and family members welcome

All Training days - the Continental Room



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Training Sessions:

NOTE: The Retreat is qualified for 13 hours of Category One CME

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 Monday through Wednesday
- 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

[Discounts Available for MedEd, Non-Profits and Groups of Two or More]

RETREAT DATES ARE SEPTEMBER 15TH – 18TH, 2019 IN FORT WORTH

[HIT THIS LINK](#) for the Registration Page

[Use this Link](#) to let us know if you qualify for our \$500 discount

As a Medical Education, Non-Profit or Group Registration (2 or more)

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.

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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 Fort Worth in September.

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



Dike

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