



# Quadruple Aim Physician Leadership Retreat 2024

[ April 25 - 28, 2024 LIVE on ZOOM ]

## Physician Wellness Champion MASTER CLASS

All the Skills & Support to be an Effective Wellness Champion for Your People. Sharing our 40,000 doctor, 175 organization experience.

The retreat experience is IDEAL if you are either currently in the position of Wellness Champion/CWO – or if you *aspire to be that wellness leader*.

### 2024 Spring Retreat Overview and Pricing

**Mark Your Calendar Now**

**APRIL 25 - 28, 2024 LIVE on ZOOM**

#### No Travel or Hotel Hassles or Expense

Intimate Group of Only 20 Participants

31 Hours of CME

Comprehensive 8-week Follow Up System

259 Graduates to Date on 4 Continents

**NOTE:** SAVE \$500 on Tuition. *Discounts Always Available* for FQHC, MedEd or Groups of 2 or More – [Use This Form](#) to Claim Your Discount(s)

**[ Complete Registration Instructions and Payment Link to Reserve Your Seat on [Page 9](#) of this document ]**

*"I would like to express a deep and heartfelt thanks for a tremendous experience. Probably **the most concentrated training since residency!** I don't think I understood the difference between Training and Education until QAPLR. Appreciate your hands-on and personal approach. I look forward to continuing the process. WOW -- amazing."*

*"The QAPLR retreat has had a tremendous impact on me as a physician. I loved the pragmatic approach adopted during the retreat. It **focused on results more than didactic knowledge** which is missing in a majority of other courses available on this subject."*

**[COMPLETE TESTIMONIALS ARE HERE](#)**



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## 2024 WELLNESS QUESTIONS FOR HEALTHCARE LEADERS:

- What role do you believe the health and wellbeing of your people plays in the quality and quantity of care they provide?
- With physician burnout rates at 63%, what is your proactive strategy to maximize the health and wellbeing of your physicians and staff?
- How is that strategy working for you?

[The Quadruple Aim movement](#) adds the health and wellbeing of the providers to the original Triple Aim of Cost, Quality and Population Health. A true Quadruple Aim organization would have a two-pronged burnout prevention strategy for the physicians and all staff.

1) Give your people the tools and awareness to recognize and prevent their own burnout – the CANARY Strategy.

2) Build and deploy a corporate burnout prevention strategy to decrease the stress caused by the systems of care – the COAL MINE Strategy

Despite overwhelm, short staffing and physician burnout rates of 63% (1) here in the wake of the COVID Pandemic, a recent survey shows 2/3 of healthcare employers are doing nothing to support physician and staff wellness. (2)

Consider too the clearly negative demographic trends in healthcare:

- By 2030 authorities project a 139,160 physician shortage and a 918,232 nursing shortage in the USA. (3), (4),
- 46.7% of active physicians in the United States are age 55 or older, ensuring we will face a retirement cliff of doctors in the years ahead. (5)
- The current crushing support staff shortages have no end in sight.

Soon an effective wellness strategy will be essential to recruitment, retention, engagement and even survival of your organization in the healthcare industry.

How will we bridge this gap? **How will we change the culture of the workplace to one of support, trust, wellbeing 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 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.

We believe it is not the CMO or CEO's responsibility to optimize the wellness of the physicians. That task requires a new body of knowledge: Wellness Leadership. It requires a new senior leader, the Wellness Champion or (rarely) the CWO.



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The Quadruple Aim Physician Leadership Retreat was created to provide the tools and support for you to be an effective Wellness Champion for your people.

**The Quadruple Aim will live or die because of leaders like You.** Our goal is to give you the best tools and support from our 12 years and 40,000 physician experience preventing burnout and building wellness strategies.

[And we are well aware you may not be getting paid or have protected hours for your wellness leadership role at this time. Negotiating for time and money will be one of the important topics we cover at the retreat.]

*None of it is rocket science but that is the beauty of QAPLR. It is simple to understand and even simpler to action as you are encouraged to implement things one small step at a time. Others have noticed a definite change and have started to implement changes in their own practice and it's been great to see a ripple effect.*

*The magic really happened with the follow up calls which is something missing from every leadership course I've ever been on. I learned so much from hearing about other people's experiences and watching Dike unpick what was going on. **There is not a day that goes by that I don't use these tools!***

## Retreat Objectives:

Give you the tools, awareness and support to be an effective Wellness Champion for your people. The agenda includes training in burnout recognition and prevention, 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



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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?

*“The connections with other physician leaders is invaluable! The tools are broken down into bite sized actions that make success with utilization extremely likely. The concept of starting with myself and building on that is critical to me being an effective leader and a change agent in my organization. I am excited that my investment in this retreat will benefit my partners and staff.”*

*I learned simple tools to run more effective meetings, manage the chaos of the work day and even balance time. I was surprised that QAPLR has made a huge difference both for me and my physician husband. It was like getting a 2-for-1 deal. **My team is now higher functioning and excited about the work again.***

*Everyone at the retreat was open and transparent and extremely supportive as we all learned together in the 12 weeks of follow up. It was truly a sad parting. Definitely recommend QAPL - particularly physician couples - there are a lot of learnings. **I was even able to reach out and offset the decline of a fellow doctor recently.**”*

## 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 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.



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## **The Training:**

All the trainings and tools were developed and tested via over 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 259 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 groundbreaking 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 – 2 hours/wk, recorded for everyone
- Weekly retreat graduate newsletter
- A private Facebook group for daily communications
- Dedicated private Retreat Resources Page at [TheHappyMD.com](#)

## **The Venue:**

The QAPL Retreat is delivered in a VIRTUAL format on the Zoom platform with an intimate group of only 20 participants.

- NO TRAVEL OR HOTEL HASSLES OR EXPENSE
- 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.



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*“Since returning from the retreat, I launched our Physician Wellness group and we are hosting social events. I have instituted an open-door approach with my colleagues which allows people the opportunity to be heard without strings in a confidential setting. I also schedule a personal meeting and follow-up with any one of our members who is served with a malpractice suit. I am even playing an active role in wellness with the state medical society and hospital association. **I highly recommend the QAPLR experience and thank you Dike and my fellow retreat colleagues.**”*

*“I liked that every day was a different set of tools and it all came together in the end. Day 1 – Personal. Day 2 – Team. Day – 3 Organization. I especially liked how on Day 3 it was straightforward, “Do this to talk to the C-suite.” It is hard to believe just how much information we were able to learn and still have time to enjoy the sites. Just now when you spoke about graduation, I thought, “I don’t want this to end”.*

## **Retreat Schedule**

(see detailed schedule on spreadsheet pages below)

### **Thursday, Friday and Saturday**

Mindfulness practice 7:30AM  
AM Training 8:30 – noonish  
Break Noonish  
PM Training 1 – 3ish

### **Sunday**

Final Training 7:30 - 10  
Final Action Planning & Graduation 10 – Noon  
Day is done by Noon PST

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

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

### **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, 2-hour 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 2024 Quadruple Aim Physician Leadership Retreat Schedule

	<b>Thursday 4/25</b>	<b>Friday 4/26</b>	<b>Saturday 4/27</b>	<b>Sunday 4/28</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



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## Training Sessions:

**NOTE:** The Retreat is qualified for 31 hours of Internet Point of Care AMA PRA Category 1 Credit(s)<sup>™</sup> from CMEfy.com.

### *Burnout Proof LIVE Workshop*

How to understand, recognize and prevent burnout in yourself and others. Burnout's symptoms, causes, effects, pathophysiology and highest and best use. The Ideal Job Description process for practice optimization.

### *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 Power Tools*

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 Corporate Burnout Prevention Strategy*

A four-part, system-wide burnout prevention strategy





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## Retreat Investment:

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

Your retreat investment includes:

- The entire retreat training and networking experience
- 31 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

**All these benefits for ONLY \$3497**

**SPRING 2024 DATES:**  
**Thursday – Sunday, APRIL 25 - 28**  
**LIVE and Virtual on ZOOM**

**=> [Use THIS LINK to Register for the Spring Retreat](#) <=**

**FIVE WAYS TO SAVE \$500**

**WHICH DISCOUNT(S) DO YOU QUALIFY FOR??**

**[CONTACT US FOR DETAILS](#)**

*"I'm the CMO of a small two hospital system, one acute and one critical access. I had significant doubts going into the training. How was I going to open up to a group of strangers from scattered parts of the country and globe? **Not knowing what to expect I was positively amazed.** Dike was so personable, believable and genuine. He truly desires to help.*

*Through careful guidance we delved into deeper and more critical subjects. I felt safe to expose my thoughts and emotions. Other series I have attended were not as skill oriented or adaptable to individual needs. **Dike's engagement is real and he always provides tangible take aways** - most of which are easily implemented."*

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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 2024.

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



### *Dike*

Dike Drummond MD  
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206-430-1905



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## REFERENCES:

- (1) “Changes in Burnout and Satisfaction With Work-Life Integration in Physicians During the First 2 Years of the COVID-19 Pandemic” Shanafelt et al <https://pubmed.ncbi.nlm.nih.gov/36229269/>
- (2) “Back from Burnout: Confronting the Post-Pandemic Physician Turnover Crisis” Jackson Coker and MGMA 2022 Physician Burnout, Engagement, and Retention Survey.
- (3) “Physician workforce in the United States of America: forecasting nationwide shortages” <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7006215/>
- (4) “United States Registered Nurse Workforce Report Card and Shortage Forecast” <https://pubmed.ncbi.nlm.nih.gov/31479295/>
- (5) AAMC 2022 Physician Specialty Data Report – Executive Summary <https://www.aamc.org/data-reports/data/2022-physician-specialty-data-report-executive-summary>