

Dike Drummond MD Presentations 2015

Dike Drummond MD is a family doctor and executive coach delivering high-energy, high-impact live trainings on

- Preventing physician burnout
- Physician leadership development

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2015 Training Catalog – details below

- 1) Burnout Proof Live Workshop
- 2) One Minute Mindfulness Training
- 3) Transforming Physician Resistance to Change
- 4) Nimble Leadership: How to lead when your crystal ball has gone dark
- 5) The Physician Engagement Formula: Three steps to a proactive, organization-wide burnout prevention program
- 6) Physician Leadership: The Straddle Leader's Missing Skill Set



1) Burnout Proof Live Workshop

Time Frame:

60 minutes to four hours. Ideal is 90 minutes.

Audience:

Physicians and APC's, front line employees with daily patient contact, administrators and mixed audiences including caregiver spouses and significant others.

Description:

Interactive, high energy live workshop teaching how to recognize and prevent burnout, lower stress and build a more balanced life using insights from Dr. Drummond's 1400+ hours of one-on-one physician coaching.

Learning Objectives:

Upon completion of this training, all attendees will:

- Understand the difference between stress and burnout
- Understand the three main symptoms of burnout and how they differ in men and women
- Be able to recognize burnout in themselves and others
- Understand first steps to reverse burnout in themselves and colleagues
- Understand burnout's pathophysiology, effects, complications and four main causes
- Learn and practice the five most impactful stress relief tools in Dr. Drummond's executive coaching practice, including the Ideal Job Description process, EMR Strategy, Schedule HACK and Boundary Ritual.
- Develop a personal burnout prevention plan and identify their first action step



2) One Minute Mindfulness Training

Time Frame:

60 minutes

Audience:

Physicians and APC's, general healthcare employees, healthcare administration and mixed audiences.

Description:

Interactive, high energy workshop teaching an instantly deployable, single breath mindfulness technique – the “Squeegee Breath”. The SqueeGee Breath technique was proven effective in a research project with 24 volunteer physicians. 13 of 16 measurements of mindfulness, stress and burnout showed statistically significant positive changes. The paper is pending publication as of 3/2015

Learning Objectives:

- Develop a personal working definition of Mindfulness
- Understand the benefits of mindfulness both personally and as a healthcare provider
- Practice sitting meditation – perhaps for the first time
- Learn and practice the four-part SqueeGee breath
- Understand modern Trigger Theory of habit formation
- Develop a personal plan to deploy the SqueeGee Breath with a SuperHabit Trigger, the next day on the job



3) Transforming Physician Resistance to Change

Alternative title:

“Connecting With and Influencing Physicians”

Time Frame:

60 minutes

Audience:

Healthcare Leaders including physician leaders, healthcare administrators, physician liaisons.

Description:

Interactive, high energy, live workshop teaching the unique comfort zone of the practicing physician. Attendees learn why common patterns of physician resistance to change are to be expected as result of the conditioning of the medical education process. Multiple methods to connect with and influence a physician’s behavior are shared.

Learning Objectives:

- Understand why physician resistance to all proposed change is completely normal
- Learn the unique “hub and spoke” comfort zone of physicians
- Learn the missing pieces to physician engagement in most organizations – physician enrollment and physician trust
- Learn specific steps to enroll physicians in any change effort
- Learn specific steps to build physician trust
- Construct a personal action plan to build trust and enroll the physicians more effectively beginning on the attendee’s next work day



4) **Nimble Leadership:**

How to lead when your crystal ball has gone dark

Time Frame:

60 minutes

Audience:

Healthcare senior leaders both physicians and non-physicians.

Description:

Interactive, high energy live training on leadership skills for a VUCA environment. VUCA = Volatility – Uncertainty – Complexity – Ambiguity. Attendees learn specific skills developed by the Army War College, to maintain a proactive leadership focus despite little ability to predict short or long term industry changes.

Learning Objectives:

- Learn three principles for effective leadership in a VUCA environment
 - Clarity – what you can be clear on when all around you is complex, uncertain and ambiguous
 - Readiness - how to engage your teams in innovation and readiness activities
 - Resilience – how to maintain your teams in the optimum band of the stress vs. performance curve
- Develop a personal action plan to immediately deploy these new skills with their work teams



5) The Physician Engagement Formula:

Three steps to a proactive, organization-wide burnout prevention program

Time Frame:

45 – 60 minutes

Audience:

Healthcare senior leaders, both physicians and non-physicians.

Description:

Interactive, high energy live workshop teaching the three-step process to build an organization-wide burnout prevention program which will naturally drive higher levels of physician engagement, care quality and patient satisfaction.

Learning Objectives:

- Understand the connection between burnout and engagement
- Understand the gap in the medical education process when it comes to stress, life balance, self-care and burnout prevention
- Learn the three-step process to lower stress and prevent burnout across the organization
 - Education – Live training, self-study, web based training
 - Survey – for a rapid feedback loop with front line providers
 - Burnout Prevention Working Group – to launch improvement projects on the processes providers identify as key stressors
- Learn the four feedback loops you must create with your providers to build a more supportive culture and higher levels of physician engagement



6) Physician Leadership Power Tools

The Straddle Leader's Missing Skill Set

Time Frame:

45 – 60 minutes

Audience:

Physician leaders in a straddle position – part time clinical and part time leadership.

Description:

An interactive, high-energy workshop teaching new physician leaders the importance of creating a culture of trust on your teams and the skills to make that happen.

Learning Objectives:

- Identify the default physician leadership paradigm and its problems
- Learn a leadership paradigm of Trust, Teamwork and Performance that is matched to the needs of a straddle leader
- Learn and practice 5 skills to create a culture of trust and high performance on your team
 - Treat yourself like a dog
 - Lead by asking questions
 - Measure it or forget it
 - Awareness of stress / burnout
 - Recognize and deal with dilemmas

