

THE PATH TO TRANSFORMATIONAL LEADERSHIP

Bhutan Leadership Academy

9 February 2022

11 May 2022

10 August 2022



KGUMSB

THE LINK



About the Academy

As a physician or other clinical expert in Bhutan, you are often designated to lead a program, head a department, chair a committee, supervise an endeavor, conduct research, or even direct a hospital at a local, district, regional, or national level. However, on many occasions you have had no training or guidance in how to be an effective leader. Leadership training is not generally included in medical training at any level, which leaves one unprepared for the role of being a leader.

It is for this purpose of leadership training of the physicians and other clinical professionals of Bhutan that Khesar Gyalpo University of Medical Sciences of Bhutan through the Medical Education Centre for Research, Innovation, and Training in collaboration with Opportunity for Life, THE LINK Bhutan, has the awesome privilege of bringing you the Bhutan Leadership Academy with a team of outstanding, widely recognized professionals in the field of leadership training. The intent is to provide a unique opportunity to ease the demands of your current position, to enable you to become a more effective leader, and to make the present and the future more rewarding.



Participants in the Academy

The participants will be selected by President Dr. Kinzang P. Tshering and the administration of Khesar Gyalpo University of Medical Sciences of Bhutan. The initial cohort will include President Dr. K. P. Tshering, the deans and deputy deans of all faculties, clinical deans of all private nursing colleges, medical and nursing superintendents of all referral hospitals, heads of JDWNRH departments, other KGUMSB heads, and a few senior residents.

The course of the Bhutan Leadership Academy is comprised of three sessions and interim activities. For successful completion of the course and receipt of the certificate, attendance at all three sessions and performance of assigned activities will be required.

Course Faculty

Idahlynn Karre, Ph.D. has spent her 45-year professional career as a professor, leader, administrator, speaker, consultant and coach. With an award-winning professional career as a university professor, scholar, and author she now devotes her time and energy to professional speaking, writing, and consulting for healthcare, colleges, universities, businesses, corporations and professional associations worldwide.

Dan O’Keeffe, M.D. is a maternal-fetal medicine subspecialist with 30 years of experience in MFM practice. He is the former executive vice-president of the Society of Maternal Fetal Medicine and the founder of the Association of Maternal-Fetal Management, now called the SMFM Practice Management Division.

Mike Foley, M.D. is the Chief Medical Officer for Sera Prognostics and former Chair of the Department of Obstetrics and Gynecology at the University of Arizona – Phoenix. A past-president of the Society of Maternal Fetal Medicine, he is the lead editor of *Obstetrics Intensive Care: A Practical Manual* and is coeditor for *Critical Care Obstetrics*. Dr. Foley is an eighth-degree black belt (Grand Master), is the founder of The Center for Humane Living, and has been teaching martial arts and conflict management for more than 30 years.

This team is amazingly exceptional, dedicated to making your world better, and will be available for individual mentoring should the occasion arise as the course progresses. Zoom discussions and consultations will be possible.



Content of the Course

Bhutan Leadership Academy for Development of Bhutan Physicians and Healthcare Professionals

This Leadership Academy has three virtual leadership academy experiences. Each virtual class will be 90 minutes in length. As much as possible these leadership experiences will be highly interactive and evidence-based with a focus on three integrated themes. Readings, internet-based connections, executive coaching, and learning partner connections in Bhutan will be used to enhance community building among participants and to provide practical applications of learning. The three virtual leadership academy sessions will be:

1. Managing Yourself to Serve Others. The last two years have been exceedingly difficult for all of us, especially those in healthcare. While meeting the needs of others, physicians and other healthcare providers have set aside their own personal needs and as such may find themselves exhausted. Energy, engagement, and positivity may be waning for some. Burnout has dramatically increased among physicians and other healthcare providers according to the Gallup Organization.

While no single leadership session can rectify months of exhaustion and burnout, a few well-chosen strategies and conversations about resiliency, wellbeing, and ways forward to be more fully charged in life and work will help.

Relying on the Harvard Energy Project and work by Tom Rath, *Are You Fully Charged?* and *Eat Move Sleep*, we will explore ways to get back to passion and purpose in our lives and work. Learning from organizational psychologists like Brene Brown, Adam Grant, and Shawn Achor we will explore the benefits of positive psychology in advancing our wellbeing and resiliency, even in light of continuing challenges.

2. Communication and Developing High Performance Teams. Communication, feedback, and performance management are all key to the work of physicians. Brene Brown's book, *Dare to Lead*, will be the foundation of this part of the retreat. Communicating, providing feedback, coaching, mentoring, and serving as a valued team member all require trust, clear boundaries, and disciplined communication. During this part of the retreat we will also explore research from Pat Lencioni's *The Ideal Team Player* and *The Five Dysfunctions of a Team*. With this work in place we can engage in conversations and experiences in understanding how to develop trust, productive dialogue, results-driven communication, accountability, and commitment to results.

3. Engaging in Dialogue and Crucial Conversations. Communicating when opinions vary, emotions run strong, and stakes are high is difficult in the best of times . . . and uniquely challenging in trying times. The Crucial Conversations Model and skills developed for communication give us disciplined ways to talk openly and honestly, even when talking is tough. We will spend some time learning the basic skills of dialogue and work collectively on developing knowledge and skill in crucial conversations which will benefit individual, team, organizational, and patient outcomes.

Course Format

Dates: 9 February 2022
11 May 2022
10 August 2022

Time: 5:30 PM – 7:00 PM BST, each session with duration of 90 minutes

Registration: Session One opens 1 February 2022

As outlined in Content of the Course, the sessions will be highly interactive. Readings, internet-based connections, executive coaching, and learning partner connections will be used to enhance community building in Bhutan. Partners can discuss the readings and assignments. The sessions will involve directed teaching and training, discussions, and breakout rooms. The focus of each of the three sessions is further described in Content of the Course. The first session begins with managing yourself to serve others, recognizing your personal strengths, and addresses burnout. Between sessions, readings and structured internet connections will continue to enhance individual development. The second session expands to effective communication and team building followed again by conversation over internet connections and assigned activities. The third session moves to engagement in dialogue in crucial conversations.

Educational Resources

Reading and video materials pertinent to each session will be distributed in advance of that session for review. Other resources will include references and slide outlines of topics to be presented. Challenging interactive segments have been designed to develop specific leadership skills and strengths.

Certificate: Participant Requirements

At the conclusion of the Bhutan Leadership Academy course, certificates, which are signed and appropriate for framing, will be awarded to document successful completion of the course. Attendance at all three sessions and performance of activities in a checklist will be required for successful completion.

Continuing Medical Education Credits

CME or CPD credits will be determined and granted by the Khesar Gyalpo University of Medical Sciences of Bhutan Medical Education Centre for Research, Innovation, and Training commensurate with the course content and duration.



Khesar Gyupo University of Medical Sciences of Bhutan
Medical Education Centre for Research, Innovation, and Training

Bhutan Leadership Academy Course Faculty



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