AIAMC 2018 Mini Retreat



1) One Minute Mindfulness

MINDFULNESS: Being	to what's hap	opening here and i	now
Releasing	and feelings that keep	you from this prese	ent moment
Without	Your		_ Attention
	THE SQUEEGEE	BREATH	
Cleaning the "Window of You	r Awareness" Bringing \	You Back to the Pr	resent Moment
1) Set Your INTENTI 2) INHALE up to the Hold In & Co 3) EXHALE to the Bo Hold Out & C	unt - 2, 3	o the Present	
Release any unsupportive the	ought or feeling as you exha	le.	
HABIT FORMATION SCIENCE ABILITY	GIVE IT UP TO THE		
WHAT IS YOUR TRIGGER?			
<u>MULTI-TASKING</u>			
Multitasking makes y	ou	The "	Necklace" Technique
Seguential Monotask	ing: take a	breath betwee	en each task

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MINDFU	UL ROLE CHANGES:	
	When you change Roles: Change your	
	Use these Role Changes as a Squeegee	
	MINDFULNESS & LEADERSHIP	
	Leaders Create	
	SqueeGee Breath In & Out of	
	Team Huddles Staff Meetings	
	Any Debrief Any Conversation	
	Let's take a deep breath and let go of that does not need to right now.	
	When you put your Leader Hat on, notice two sets of opportunities:	
	1) Say	
	2) Ask a (instead of giving an)	
	ALWAYS REMEMBER: Practice makes []	
	What did you learn?	
	What will you now do differently?	
	When?	/

2) Balance and Boundaries



THE 800 LB. GORILLA

Work – Life Balance is not a Problem. It is another	TT
Recognize your	
THE OFF SWITCH YOUR BOUNDARY RITUAL	
A practice at the boundary between work and home	:
Your Role Model is Mr	
What is Your Boundary Ritual?	
TWO BUCKET LISTS	
1) Your Big Bucket List:	
Which ones survive the Bucket List Bullcrap Detector? Circle them.	
2) Your Weekly Bucket list	
Which one do you want to start with? Circle it.	,

2) Balance and Boundaries



THE SCHEDULE HACK All you need is a Paper _____ and your ____ and your ____ ALWAYS carry your _____ Calendar Practice the two letter magic word of Life Balance. That word is _____ DATE NIGHT SECRETS a month Minimum! Go for 6! TAKE A TWO WEEK VACATION Year at a Glance Calendar Block it off _____ Buy the tickets _____ Always have a Vacation On Your _____ Don't _____ Patients for 2 days _____ and ____ your vacation While on vacation don't _____ your phone or ____ your ____ REMEMBER PLATE SPINNING Implement just _____ tool at a time What did you learn? Which tool will you implement first? When?

3) Physician Leadership Power Tools



<u>Physici</u>	ians Default Leade	ership Paradigm	
	Top – Down	Command a	nd
Probler	ms with this parad	igm	
	Wastes the team	ı's	You too hard
New Le	eadership Paradig	<u>m:</u>	
	CONTENT vs. C	CONTEXT /	
	"Culture	Strategy for Breakfast"	
	CONTEXT / CUL	_TURE is the	of playing on your team
Build a	culture of TRUST	– TEAMWORK	
	Every relationshi	p has a	Account
	Every interaction	is a chance to make a	or not
A SIMF	PLE TRUST TEST	= your team's reaction when	n you unannounced?
CORE	TRUST-BUILDING	G HABIT	
		on your people. Convers	sations outside times of
	Regular meeting	s up and down the	of
	Never be too	to	on your people
		Five Skills to build a	Culture of Trust
1) Trea	at Yourself Like a [Dog	
	Celebrate all	Praise	, not skill
	Celebrate	FIRST BEFOR	RE you talk about the GAP
2) Stop	giving	Lead by asking	
	You don't need a	all the answers when you have	/e
	A Vision	/Goal – a Team – and	
	Powerful Questic	ons start with	or

3) Physician Leadership Power Tools



	ry project must have a	
	So you can keep score and find opportunities to	
4) Awa	reness of stress Know when to Push and when to	Optimal Performance HIGH Increased Attention/ Interest Boredom/ Depression Comple Meltow
5) Rec	ognize and deal with Dilemmas	STRESS SEVERITY & DURATION
	Keys to Addressing a Dilemma	
	Stop wishing for a Solution Develop a	
	And a for monitoring your strategy	
	Schedule a cadence of and adjustment	
	MENTATION KEY: ate Spinning Theory of Leadership Development. One	at a time
	What did you learn?	

Recommended Reading:

[&]quot;First Break All the Rules"- keys to building high performance teams

[&]quot;The Speed of Trust"- strategies to build trust in all your relationships

[&]quot;Tribal Leadership" - how to bring your whole team to a new level of engagemen

[&]quot;Everybody Matters" – the maximally supportive team environment. Treat everyone like family.