

Health Care Leadership Development Program

Yachting tour in Dalmatia

Discover how you can be a leader in a rapidly changing health care environment



Our vessel

Our vessel for the week will be a two-mast motor yacht built in 2012. Each participant will have a private cabin of 10-15 sqm, including a private restroom and shower. During the trip all meals and beverages are included (except for lunch during the trip to Mostar). During evening hours and early in the morning, participants will have the opportunity to explore the islands.

Our trip

Our trip will start and finish in Dubrovnic. Our vessel will lead us along the islands of Mljet, Lastovo, Korčula, Gradac, and various landmarks in mainland Croatia. The trip will include a bus tour to the city of Mostar, which will be part of the program of the course.

Our trainers

Erik Roelofsen

Erik is an endowed professor of Business Administration at the Rotterdam School of Management, Erasmus University and holds a PhD in Business Administration. He teaches in undergraduate and MBA programs and is a frequent trainer in incompany executive education programs. His research is published in leading international journals and focuses on the effect of leaders' personality traits on financial decision-making. Erik has over twenty years of experience as a professional, mainly at the auditing and consulting firm PwC. Erik was born in The Netherlands and lives in Amsterdam.

Frans Blok

Frans is an experienced executive with a broad international experience. He is managing director at Conzima Healthcare GmbH, a well-known health care consulting company in Germany. Frans has over twenty years of experience as a professional, mainly as an executive officer of start-ups and restructuring companies in a variety of industries. As CEO/CRO of a mayor German municipal hospital, he successfully managed a substantial financial and cultural turnaround. He focuses on change management and leadership in the innovative health care environment. He holds a master in economics of Erasmus University and is a certified financial auditor. Frans was born in the Netherlands and lives in the Frankfurt area in Germany.

Why this program?

Remember when you were on holiday and started reflecting on your life? Remember that everything looked different when you were in a completely different environment? Maybe you are one of those people who started to explore new paths to make your life more meaningful. But maybe you just returned to your old routines when you were back home. Your insights just weren't structured enough to stick.

Remember when you read about what makes great leaders great? Or when you learned what kind of behaviors make that people will follow a leader? Maybe you started to apply this knowledge and tried hard to be a great leader who others would follow. But maybe it just faded away, because it just wasn't aligned with how you really feel about yourself.

Learning to become a leader involves connecting these perspectives. You will have to step out of the frame, learn to know yourself, get emotionally engaged, connect with others, but also put structure on your thoughts and knowledge. The leadership journey of the Academy of Experiences is designed to make this happen. It will be one of the most intense learning experiences you can imagine.

Five reasons to join this program

1. No cheap talk or narrow focus. We cover the leadership theories that are recognized by scholars.
2. Designed for health care professionals. Learn from and with peers that face the same environment as you do.
3. Get to know yourself. The program is packed with tools and coaching that provide insights into who you are and how you act as a leader.
4. Loosen up. The wonderful environment creates a safe and trusting setting to reflect on each others leadership behaviors.
5. Indulge yourself. We don't know of any other program at this price level that offers the same enjoyment whilst providing profound leadership insights.



Program

Day 1 – Sunday

You will arrive at Dubrovnik airport from where we can pick you up and bring you to the ship (15 km). Check-in starts between 2 and 2.30 pm at Gruž, the town port. Depending on your time of arrival, you can take part in a guided tour through Dubrovnik (starting at about 4.30 pm) together with the other participants. You will have the rest of the day and night off to get to know the other participants and have the opportunity to experience the city of Dubrovnik. The ship will spend the night in Gruž.

Day 2 – Intro and the future of health care

In the morning the ship will depart to the island of Mljet, while we will have breakfast in the salon. After breakfast we will kick off the course under the roofed deck. We get to know each other better, get an introduction in conceptualizing leadership, and make a first start in developing our own views on leadership.

In the afternoon we will have a short walk to the National Park where we will continue our program. We will discuss the future of health care and how innovations will affect the leadership that will be required. We will finish the day with dinner.

Day 3 – Personality-based leadership

Our ship takes us early in the morning to Lastovo Island. You will learn about personality-based leadership and we will help you understand your own personality better. Together with your peers, you will reflect on the traits that are important in the current and future health care industry, and what this means for you personally.

After lunch, we will continue with a more recent perspective on leadership: authentic leadership. You will discover to what extent you are an authentic leader, and whether this is a perspective that appeals to you.

We complete the day by turning to the subject of motivation. We will cover some of the psychological foundations of motivation and persuasion and practice with how this knowledge might be used in practice.

In the evening we will dine together and reflect on the day.

Day 4 – Leadership presence, culture, ethics

On this day we will not cover specific leadership theories, but we will cover various topics that are directly relevant for your effectiveness as a leader. We will talk about leadership presence and how you can enhance your presence while staying close to who you are.

In the afternoon we will navigate to the mainland of Herzegovina. We will get an quick summary of skills-based, behavior-based, situational, and transformational leadership. Some of these theories have been debunked by science. However, since they are ubiquitous in many leadership programs, we will explain what they are and why academics and practitioners no longer believe in them.

On our way to Herzegovina we will stop in a bay where there will be time to swim. After continuing our trip to the mainland, we will work on cases in leadership integrity and ethics.

After dinner, we will visit the city of Gradac.



Day 5 – Leadership experience

In the morning a transfer bus takes us across the Bosnian border to Mostar. We will familiarize ourselves with the location and the town's world-famous landmark the bridge across the River Neretva.

On our return trip we stop in Počitelj with its well-preserved fortress (or if the weather is very warm and sunny at the Kravica waterfall) before continuing to Gradac. Throughout the tour, there will be a team task which will give you the opportunity to practice and experience leadership.

Back on board we will debrief the exercise. Next we will provide a short introduction to the psychodynamic approach to leadership. We will also ask the participants to complete surveys that will serve as input for tomorrow's session.

Day 6 – Psychodynamic approach to leadership

This morning, we will move beyond the surface of leadership and take a psychodynamic approach. Since most practitioners and researchers tend to avoid the emotional and psychological realm of organizational life, many organizational phenomena of the health care industry remain unexplained. Today, we will bring them to the surface.

The afternoon will be spent on servant-based leadership, adaptive leadership and mindfulness. After our dinner in the salon, we have ample time in the evening to wander through the fabulous old town of Korčula and its narrow lanes laid out in a herringbone pattern.

Please note that the order in which we take the tour may vary due to weather conditions.

Day 7 – Learning reflection

We take a relaxed morning to reflect on our learning and summarize our steps forward. We will spend the last afternoon of the course on connecting what we have learned about leadership to the health care environment and the future demands on health care leaders. You will define your own view on leadership and your development goals.

After the wrap-up of the course at the end of the afternoon, we will have a cheerful dinner in the salon and the opportunity to enjoy Dubrovnik.

Day 8 – Sunday, goodbye

After breakfast, we will say goodbye and disembark. For those returning home, we can bring you to the airport. Alternatively, you can decide to have an extended stay in Croatia.

Your learning benefits

At the end of this course you will:

- Understand the most important leadership theories.
- Understand what innovations in health care require from leadership.
- Have a deep insight in your personality and motivations from a variety of perspectives.
- Theoretical and practical insights of leadership in the healthcare industry.
- Understand what effect your leadership has on others.
- Have a personal agenda for your behavioral change.



Other benefits

This course will also give you:

- New business partners to reach out to.
- A wonderful experience of the culture and beauty of Dalmatia.
- Tax deduction in most jurisdictions (check with your tax advisor)

Registration and costs

The cost of this program is 4.150 euro (excluding VAT).

Included in the price are:

- All training and materials, as described.
- A certificate of completion (40 hours).
- 8-day trip on a motor yacht with a crew.
- 7 nights single occupancy cabin, below deck.
- Bed linen and towels (one refreshment).
- All meals (breakfast, lunch, and dinner), except for lunch during the trip to Mostar.
- All drinks during breakfast, lunch and dinner.
- Water and coffee throughout the day.
- Guided sightseeing in Dubrovnik (incl. entrance fee to historical buildings).
- Excursion to Mostar.

Not included in the price are:

- Journey to Dubrovnik.
- Meals and drinks ashore.
- Lunch during excursion to Mostar.
- Entrance fee for sights not included in the tour price.
- Please bring a beach towel, if needed.
- Tips for crew and tour guides.

Available at a surcharge:

- Transfer from and to the airport of Dubrovnik.
- Above deck cabin, depending on availability (200 euro).

Available reductions:

- Sharing a (twin) cabin, depending on availability (800 euro reduction).

For more information and registration:

Please e-mail to: info@academyofexperiences.com

Dates

22 - 29, July 2018

7 - 14, October 2018



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