Coaching in Leadership and Healthcare

September 16-17, 2016

Renaissance

Earn up to 13 AMA PRA Category 1 Credits™

COURSE DIRECTORS
Carol Kauffman, PhD, ABPP, PCC • Margaret Moore, MBA
Christopher Palmer, MD

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Dear Colleague,

The ninth annual Coaching in Leadership & Healthcare conference is offered by the Institute of Coaching, McLean Hospital, and Harvard Medical School. Our goal is to serve leaders, physicians, healthcare providers, executive coaches, life coaches and health and wellness coaches. This energizing and groundbreaking event features keynotes and tracks by world leaders in leadership, neuroscience, health and well-being, coaching, behavioral and positive psychology.

Our tracks give you a chance to take a deeper dive into the science and art of coaching. These three-hour sessions are led by some of our keynote presenters as well as highly respected thought leaders and senior coaches. We offer tracks in six domains:

1. Leadership
2. Health & Wellness
3. Positive Psychology
4. Advanced Practice
5. Special Topics
6. Research Symposium

We also offer a poster session to bring you the latest research.

Professional coaches and professionals developing coaching skills are a powerful catalyst in the business, nonprofit and healthcare domains. Executive and leadership coaches play a critical role in developing high-performing leaders who lead in a VUCA world (volatile, uncertain, complex, ambiguous). In nonprofit organizations, coaching helps empower leaders and communities to live their missions more effectively. In the healthcare industry, applying science-based coaching competencies can improve motivation and the capacity of patients to develop and sustain health-giving behaviors. As treatment of lifestyle-related chronic diseases consumes 70% of healthcare costs the field helps meet a growing human and economic crisis. The organizational and healthcare markets for coaching are growing rapidly.

The conference is led by the Institute of Coaching (www.instituteofcoaching.org). Our mission is to bring to new and seasoned coaches the highest quality education and thought leadership in translating coaching science into best practices, as well as support professionals adding coaching skills to their repertoires. We offer extensive education at our website to support your conference learning.

Thank you for joining our event.

Sincerely,

Carol Kauffman, PhD, ABPP, PCC    Margaret Moore, MBA    Christopher Palmer, MD
Learning Objectives

At the end of this conference, participants will be able to:

• Summarize a variety of models, theories, and domains of psychology and leadership and apply these in coaching practice.
• Translate the newest research into concepts and interventions that can be used in coaching.
• Apply basic coaching skills in medical, therapeutic, or leadership practices to enhance outcomes.
• Practice advanced coaching skills applicable to leadership and healthcare.

Faculty

Shelley Carson, PhD  
Ben Dattner, PhD  
*Susan David, PhD  
Carlos Davidovich, MD  
David Drake, PhD  
*Amy Edmondson, PhD  
Dan Fisher, PhD  
Beth Frates, MD  
Gail Gazelle, MD, FACP, FAAHPM  
Alan Graham, PhD  
Deborah Helsing, EdD  
Jeffrey Hull, PhD  
Carol Kauffman, PhD, ABPP, PCC  
*Rober Kegan, PhD  

Philip G. Levendusky, PhD, ABPP  
*Sonja Lyubomirsky, PhD  
Margaret Moore, MBA  
*Mikko Nissinen, Artistic Director  
Christopher Palmer, MD  
Edward Phillips, MD  
John Raatz  
Douglas Riddle, PhD, DMin  
Pascal H. Scemama de Gialluly, MD  
Dan Shapiro, PhD  
Lewis Stern, PhD  
Bonita Thompson, MBA  
*Mark Thompson  
Irina Todorova, PhD

*Keynote Speaker

Who Should Attend

1. Physicians, nurses, psychologists, social workers, licensed mental health counselors, executive and lifestyle coaches
2. Most healthcare professionals and coaches who are interested in learning how to better motivate their patients/clients in harnessing their motivation, making lasting changes, and achieving their goals.
3. National and international learners anticipated

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Sonja Lyubomirsky, PhD, is Professor of Psychology at the University of California, Riverside. Originally from Russia, she received her A.B., summa cum laude, from Harvard University and her Ph.D. in Social/Personality Psychology from Stanford University. Lyubomirsky currently teaches courses in social psychology and positive psychology and serves as the Department of Psychology’s graduate advisor. In her work, she has focused on developing a science of human happiness. Her best-selling The How of Happiness: A Scientific Approach to Getting the Life You Want (Penguin Press) is now translated and published in 23 countries, and The Myths of Happiness: What Should Make You Happy, But Doesn’t, What Shouldn’t Make You Happy, But Does (Penguin Press) is translated (or will be) in 16 countries.

Susan David, PhD, is a psychologist on faculty at Harvard Medical School, co-founder and co-director of the Institute of Coaching at McLean Hospital, and CEO of Evidence Based Psychology. An in-demand speaker and consultant, David has worked with senior leadership of hundreds of major organizations, including the United Nations, Ernst & Young, and the World Economic Forum. Her work has been featured in numerous leading publications, including the Harvard Business Review, Time, Fast Company, and the Wall Street Journal. Originally from South Africa, she lives outside of Boston with her family.

Mark Thompson, Mark is an expert on executive leadership, business strategy, and innovation who has spent over 25 years leading teams and building companies from the ground up. He delivers actionable, valuable and practical advice for leaders at all levels of an organization. Currently a highly sought after executive coach and venture investor, Forbes called Mark one of America’s Top Venture Investors with the ‘Midas Touch’. Mark was recently featured as one of the “World’s Top Executive Coaches” by the American Management Association and #1 Thought Leader on Innovation and Engagement. He was named one of the “Top 30 Communications Professionals for 2015” by Global Gurus. Mark advises top leaders in Fortune 500 and Global Fortune 1000 companies as well as the executive teams who are leading high growth startup companies in Silicon Valley today.

Amy Edmondson, PhD, is the Novartis Professor of Leadership and Management at the Harvard Business School, a chair established to support the study of human interactions that lead to the creation of successful enterprises that contribute to the betterment of society.

Edmondson, recognized in 2011, 2013 and 2015 by the biannual Thinkers50 global ranking of management thinkers, teaches and writes on leadership, teams and organizational learning. Her articles have been published in Harvard Business Review and California Management Review, as well as in academic journals such as Administrative Science Quarterly and the Academy of Management Journal. Her books, Teaming: How organizations learn, innovate and compete in the knowledge economy and Teaming to Innovate (Jossey-Bass, 2012, 2103) explore teamwork in dynamic, unpredictable work environments. Her latest book, Building the future: Big teaming for audacious innovation, (Berrett-Koehler, 2016), reveals the challenges and opportunities of teaming across industries.
Robert Kegan, PhD, is a psychologist who teaches, researches, writes, and consults about adult development, adult learning, and professional development. His work explores the possibility and necessity of ongoing psychological transformation in adulthood and its implications for professional development. In addition to co-founding and directing Minds at Work he also holds a faculty appointment at the Harvard Graduate School of Education. Kegan serves as educational chair of the Institute for Management and Leadership in Education; as co-director of a joint program with the Harvard Medical School to bring principles of adult learning to the reform of medical education; and as co-director of the Change Leadership Group, a program for the training of change leadership coaches for school and district leaders.

Kegan is a licensed clinical psychologist and practicing therapist who likes to say “that it may help to know that I am also a husband and a father; influenced by Hasidism; an airplane pilot; a poker player; and the unheralded inventor of the ‘Base Average,’ a more comprehensive way of gauging a baseball player’s offensive contributions.

Mikko Nissinen, Artistic Director, Boston Ballet

Mikko Nissinen is recognized internationally as an accomplished dancer, teacher and artistic director. He was appointed artistic director of Boston Ballet and Boston Ballet School in 2001. Nissinen has defined Boston Ballet’s image with classical, neo-classical and contemporary works from the world’s finest choreographers. Born in Helsinki, Finland, Nissinen trained with The Finnish National Ballet School and The Kirov Ballet School, and danced with Dutch National Ballet, Basel Ballet and San Francisco Ballet, where he held the position of principal dancer for ten years. Nissinen is the former Artistic Director of Marin Ballet and Alberta Ballet, and he served as Executive Director of Alberta Ballet and Boston Ballet. His extensive knowledge of the business of ballet and dance history has made him a popular presenter at conferences worldwide.

Save the Date
Coaching in Leadership and Healthcare
October 13-14, 2017
Renaissance Boston Waterfront Hotel
AGENDA

Friday, September 16, 2016

7:00 am – 8:00 am  Registration and Continental Breakfast

8:00 am – 8:45 am  Vision
Philip G. Levendusky, PhD, ABPP

Conference Overview
Christopher Palmer, MD, Carol Kauffman, PhD, ABPP, PCC, Margaret Moore, MBA

8:45 am – 9:45 am  Sustainable Happiness: Science and Practice
Sonja Lyubomirsky, PhD

9:45 am – 10:45 am  Emotional Agility in Coaching,
The Pamela Whitt Schmid Lecture
Susan David, PhD

10:45 am – 11:30 am  Break

TRACKS
(all tracks 11:30 am – 3:30 pm, with 90 minute lunch break on your own)
Choose One Track - Assigned on a First-Come, First-Served Basis

11:30 am – 12:30 pm  Tracks - See below

12:30 pm – 2:00 pm  Lunch (on your own)

2:00 pm – 3:30 pm  Tracks - Continued

Track 1  (Leadership)
Comprehensive Integrated Coaching Systems: Everyone Needs Coaching
Douglas Riddle, PhD, DMin
Moderator: Lewis Stern, PhD
Organizations deploying a full range of coaching modalities (executive coaching, mentoring, peer coaching, team coaching...) can leverage the social power of these relationships for rapid enterprise adaptation to changing environments. Explore how to grow your coaching repertoire to build a developmental, organizational, and team climate.

Track 2  (Positive Psychology)
Positive Psychology in Action
Sonja Lyubomirsky, PhD
Margaret Moore, MBA
This track includes one hour of extended Question and Answer with Dr. Lyubomirsky. It then focuses on translating this research and wisdom into coaching and self-coaching practices, based on new research on how small and simple activities can help people upgrade flourishing and happiness.

Track 3  (Health & Wellness)
Bouncing Back and Moving Forward: Evidence-Based Tools to Coach Resilience
Shelley Carson, PhD
Moderator: Gail Gazelle, MD, FACP, FAAHPM
The latest neuroscience and psychological research relative to stress tolerance will be explored and then applied in exercises that enable coaches and clients to perform optimally in stressful times as well as bounce back from adversity.

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Track 4
(Special Topics)

Negotiation: Powerful Tools to Enhance Client Success
Dan Shapiro, PhD

Learn how to help your clients better negotiate their most difficult conflicts and relationships both at work and at home. In this interactive session, Dr. Shapiro will present a 5-point, practical framework that you can put to immediate use to help your clients better address the emotional dimensions of their negotiations. The approach, which Dr. Shapiro calls the “Core Concerns Framework,” has been shown to be effective in helping disputants resolve conflicts across a wide variety of contexts, from business and family disputes to international conflicts.

Track 5
(Special Topics)

Coaching and the Brain: Neuroscience Research and the Process of Change
Carlos Davidovich, MD
Moderator: Pascal H. Scemama de Giallully, MD

In this highly interactive session, we will discuss how five basic coaching tools (building trust, questioning, listening, reframing and facilitating change) impacts the brain of both the coach and the coachee. Different methods of client engagement stimulate unique and varied neural pathways that lead to different outcomes. Carlos will introduce us to the new “change equation,” based on the latest neuroscience research on how brain functioning impacts our willingness and ability to change. We know that coaching produces results; now we have a better idea of why and how to make it even more effective.

Track 6

Coaching High Performing Creatives
John Raatz
Carol Kauffman, PhD, ABPP, PCC

This “mini-Ted” experience is designed to help coaches of artists, directors, and other creative talents understand the unique challenges of working with this population. We will engage in conversations with successful artists, directors, and other talents via Skype to tap into their experiences and insights, explore their coaching needs, and translate this knowledge to other engagements.

Track 7

Leadership Coaching Research Symposium
Irina Todorova, PhD

Presentations from coaching researchers will convey the latest findings in the coaching world and practical applications to enhance coaching practice.

Continuing education credits are not awarded for this Track

3:30 pm – 4:00 pm
Break

4:00 pm – 5:00 pm
Success Built to Last: Creating a Life That Matters
Mark Thompson

5:15 pm – 6:45 pm
Networking Reception & Poster Session

Additional Networking / Learning Opportunities
Walking Tour of Boston Waterfront - Friday and Saturday @ Lunch
Chair Yoga - Friday @ Lunch
Yoga - Saturday @ Lunch
Grant Session - Saturday @ Lunch
No Registration Necessary -- First-Come, First-Served
Sign-up during conference at no additional charge
### Saturday, September 17, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 am – 8:00 am</td>
<td><strong>Registration and Continental Breakfast</strong></td>
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<tr>
<td>8:00 am – 8:30 am</td>
<td><strong>Welcome</strong>&lt;br&gt;Christopher Palmer, MD</td>
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<td><strong>Founding Fellowship Awards</strong>&lt;br&gt;Carol Kauffman, PhD, ABPP, PCC</td>
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<td><strong>Poster Award</strong>&lt;br&gt;Irina Todorova, PhD</td>
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<td><strong>Vision of Excellence Award</strong>&lt;br&gt;Carol Kauffman, PhD, ABPP, PCC</td>
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<tr>
<td>8:30 am – 9:30 am</td>
<td><strong>How to Lead Teaming Across Boundaries</strong>&lt;br&gt;Amy Edmondson, PhD</td>
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<td>9:30 am – 10:30 am</td>
<td><strong>Toward Deliberately Developmental Organizations</strong>&lt;br&gt;Robert Kegan, PhD</td>
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<tr>
<td>10:30 am – 11:00 am</td>
<td><strong>Break &amp; Networking</strong></td>
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#### TRACKS

(All tracks scheduled 11:00am to 3:30pm with 90 minute lunch break on your own)<br>Choose One Track - Assigned on a First-Come, First-Served Basis

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<thead>
<tr>
<th>Time</th>
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<th>Event</th>
<th>Moderator</th>
<th>Description</th>
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<tr>
<td>11:00 am – 12:00 pm</td>
<td>Track 1&lt;br&gt;(Advanced Practice)</td>
<td><strong>Leadership as Moments of Meeting</strong>&lt;br&gt;David Drake, PhD&lt;br&gt;Moderator: Lewis Stern, PhD</td>
<td></td>
<td>This session blends highly experiential activities with robust theory to demonstrate one of the simple tools used and taught in narrative coaching and design. It offers a provocative glimpse into a fundamentally new way of thinking about coaching and leadership development, based in part on attachment theory.</td>
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<td>12:00 pm – 1:30 pm</td>
<td>Lunch (on your own)</td>
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<td>1:30 pm – 3:30 pm</td>
<td>Track 2&lt;br&gt;(Health and Wellness)</td>
<td><strong>Overturning Our Immunities to Change for Optimal Health</strong>&lt;br&gt;Deborah Helsing, EdD&lt;br&gt;Moderator: Edward Phillips, MD</td>
<td></td>
<td>Why is change so difficult, even when we are genuinely committed to it? How can we make better progress on the health goals we sincerely hold but struggle to bring about? This experiential and interactive session will give you the chance to explore new concepts and practices directed exactly to these questions—using yourself and your own health, wellness, or weight change-goals as a “first-person case study.”</td>
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| Track 3 (Positive Psychology) | Resilience and ADHD Coaching: Creating Positive Mindsets  
Alan Graham, PhD  
Moderator: Beth Frates, MD  
Utilizing a strengths-based approach to ADHD coaching, clients can build self-efficacy, resilience and improve their performance. This interactive workshop will increase awareness of the challenges coaches face when working with clients with ADHD and enhance their coaching skills to be more effective with this population. |
| Track 4 (Small Group Advance Practice) | Lessons from Coaching CEOs  
Mark Thompson  
Carol Kauffman, PhD, ABPP, PCC  
Bonita Thompson, MBA  
Limited to 40 participants  
Coaching multinational CEOs is a high-stakes challenge. They require VUCA coaching, which is exciting and at times daunting. This workshop will explore successes, stresses, and stretches, the lessons for coaches in being emergent and flexible in these engagements. |
| Track 5 (Special Topics) | Coaching Teams to Enhance Performance and Accelerate Innovation  
Ben Dattner, PhD  
Dan Fisher, PhD  
Moderator: Jeffrey Hull, PhD  
This interactive session will explore models, tools, techniques and best practices in working with teams: how coaches can help teams reflect on their norms and interactions, proactively adapt to changing external circumstances and successfully rise up to the challenges posed by disruptive change. |
| Track 6 | Coaching Research Symposium – Health & Wellness  
Irina Todorova, PhD  
Presentations from coaching researchers will convey the latest findings in the coaching world and practical applications to enhance coaching practice.  
Continuing education credits are not awarded for this Track |

3:30 pm – 4:00 pm  
Break & Networking

4:00 pm – 5:00 pm  
The Stewardship of Dance to the Future  
Mikko Nissinen, Artistic Director, Boston Ballet

5:00 pm – 5:15 pm  
Stepping Toward the Future, Together  
Carol Kauffman, PhD, ABPP, PCC, Margaret Moore, MBA |
**Venue**

Renaissance Boston Waterfront Hotel, Boston, MA 606 Congress St, Boston, MA 02210
Phone: 617-338-4111

**Accommodations/Travel**

A limited number of rooms have been reserved at the Renaissance Boston Waterfront Hotel, 606 Congress Street, Boston, MA 02210 (1-877-901-6632) until August 25, 2016. Please indicate you are attending “Coaching 2016” to receive the discounted rate of $329 per night Single/Double. Hotel reservations can also be made online at: https://resweb.passkey.com/go/McLeanCoachingConf2016. Though the block expires August 25, please book as soon as possible as many conferences are scheduled in Boston at this time and hotel rooms will be limited and expensive.

**Accreditation**

**Physicians:** The Harvard Medical School is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

The Harvard Medical School designates this live activity for a maximum of 13 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**Psychologists:** McLean Hospital is approved by the American Psychological association to sponsor continuing education for psychologists. McLean Hospital maintains responsibility for this program and its content. Participants meeting requirements will receive 13 CE credits.

**Nurses:** This program meets the requirements of the Massachusetts Board of Registration in Nursing (244 CMR 5.00) for 13 contact hours of nursing continuing education credit.

**Social Workers:** Please contact us at 617-855-3195 for the status of social work CE accreditation.

**International Coach Federation (ICF):** Application for ICF core competency continuing education credits from the International Coach Federation has been submitted. Please call 617-855-3195 for status of application.

**The Royal College of Physicians and Surgeons of Canada** recognizes conferences and workshops held outside of Canada that are developed by a university, academy, hospital, specialty society or college as accredited group learning activities.
Through an agreement between the American Medical Association and the European Union of Medical Specialists, physicians may convert **AMA PRA Category 1 Credits™** to an equivalent number of European CME Credits® (ECMECs®). Information on the process of converting **AMA PRA Category 1 Credits™** to ECMECs® can be found at: [www.eaccme.eu](http://www.eaccme.eu).

**ABMS/ACGME Competencies**
This course is designed to meet one or more of the following American Board of Medical Specialties and Accreditation Council of Graduate Medical Education competencies: Patient Care and Procedural Skills, Interpersonal and Communication Skills.

**IOM Competencies**
This course is designed to meet the following Institute of Medicine (IOM) competencies: Interdisciplinary Teams.

**Registration Information**
Physicians, $570, Residents/Fellows/Allied Health Professional/Other $485. Processing (service fee) $5. *All fees shown in USD. Registration by credit card (VISA, MasterCard or American Express) can be made at [http://tiny.cc/harvardcoaching](http://tiny.cc/harvardcoaching). Registration by check (draft on a United States bank), please make payable to Harvard Medical School. Learners who choose to pay by check will be prompted to download an online form to send in with a payment. Telephone or fax registration is not accepted. Registration with cash payment is not permitted. Upon receipt of your paid registration an email confirmation from the HMS-DCE office will be sent to you. Be sure to include an email address that you check frequently. Your email address is used for critical information including registration confirmation, evaluation and certificate.

**Inquiries**
By phone (617-384-8600), Monday – Friday, 9 am to 5 pm (ET) or by email at: ceprograms@hms.harvard.edu.

**Disclosure Policy**
Harvard Medical School (HMS) adheres to all ACCME Essential Areas, Standards, and Policies. It is HMS's policy that those who have influenced the content of a CME activity (e.g. planners, faculty, authors, reviewers and others) disclose all relevant financial relationships with commercial entities so that HMS may identify and resolve any conflicts of interest prior to the activity. These disclosures will be provided in the activity materials along with disclosure of any commercial support received for the activity. Additionally, faculty members have been instructed to disclose any limitations of data and unlabeled or investigational uses of products during their presentations.

**Refund Policy**
Refunds, less an administrative fee of $75, will be issued for all cancellations received at least two weeks prior to the start of the course. Refund requests must be received by postal mail, email, or fax. No refund will be issued should cancellation occur less than two weeks prior. "No shows" are subject to the full course fee and no refunds will be issued once the conference has started.

**Disclaimer**
CME activities sponsored by Harvard Medical School are offered solely for educational purposes and do not constitute any form of certification of competency. Practitioners should always consult additional sources of information and exercise their best professional judgment before making clinical decisions of any kind.