# Advanced Physician Leadership and Engagement Training Course

27 September – 1 October 2027
Frankfurt

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**Ref:** 1543_213954 **Date:** 27 September – 1 October 2027 **Location:** Frankfurt **Fees:** 5700 Euro

## Overview

The Advanced Physician Leadership and Engagement Training Course is a one-week course for physician leaders, medical directors, clinical department heads, service-line leads, quality leaders, and healthcare executives. Participants develop physician leadership and engagement practices for self-awareness, shared purpose, peer influence, clinician-administrator trust, medical staff communication, change leadership, performance conversations, wellbeing, and engagement measurement. Agile Leaders Training Center positions the course around a Physician Leadership and Engagement Practice File for daily clinical leadership.

## Who Should Attend

- Physicians moving into formal or informal leadership roles
- Medical directors responsible for clinical performance and engagement
- Clinical department heads leading peers and multidisciplinary teams
- Service-line leaders coordinating clinical and administrative priorities
- Quality and patient-safety leaders seeking physician participation
- Healthcare executives sponsoring medical leadership development

## Departments and Industries

The course supports organizations where physicians lead clinical work, governance, and change.

- Hospital medical affairs and clinical operations
- Medical groups and multispecialty practices
- Clinical departments and service lines
- Quality improvement and patient-safety functions
- Academic and teaching healthcare organizations
- Ambulatory and integrated care networks

## Learning Objectives

By the end of the course, participants will be able to:

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- Assess physician leadership roles, strengths, and development priorities
- Build shared purpose and stakeholder alignment
- Use influence without authority in peer leadership
- Design physician listening and communication forums
- Conduct conflict and performance conversations with clinical peers
- Build change coalitions and protect professional wellbeing
- Measure engagement and create a leadership development plan

## Course Agenda

### Day 1: Physician Leadership Identity and Direction

- Physician Leadership Role and Identity Map
- Leadership Strengths and Development Assessment
- Shared Purpose and Clinical Direction Canvas
- Stakeholder Interest and Influence Matrix
- Leadership Time and Priority Allocation Review

### Day 2: Trust, Partnership, and Engagement

- Clinician-Administrator Relationship Diagnostic
- Physician Listening Campaign Plan
- Medical Staff Communication Forum Design
- Leadership Dyad and Triad Responsibility Charter
- Physician Engagement Barrier Analysis

### Day 3: Peer Influence and Difficult Conversations

- Influence-without-Authority Strategy Map
- Peer Communication and Feedback Framework
- Clinical Conflict Conversation Guide
- Physician Performance Dialogue Planner
- Decision Governance and Accountability Matrix

### Day 4: Change, Wellbeing, and Measurement

- Clinical Change Coalition Map
- Medical Staff Change Readiness Review
- Physician Wellbeing Safeguard Plan
- Engagement Measure and Signal Dashboard
- Leadership Follow-Through and Trust Tracker

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## Day 5: Physician Leadership Practice

- Suggested Exercise: Leadership Role and Purpose Review
- Suggested Exercise: Physician Listening Forum Design
- Suggested Exercise: Peer Conflict and Feedback Conversation
- Suggested Exercise: Change Coalition and Engagement Review
- Capstone Exercise: Physician Leadership and Engagement Practice File

## Practical Exercises

The course uses suggested activities drawn from hospital service lines and multispecialty medical groups.

- Suggested activity: diagnose a physician-administrator trust gap and define a joint response.
- Suggested activity: plan a listening forum and assign follow-up responsibilities.
- Suggested activity: rehearse a peer performance conversation using evidence and shared purpose.
- Suggested activity: interpret engagement signals and prioritize leadership action.

## FAQs

### Who is the physician leadership and engagement course designed for?

The course is designed for physicians and healthcare leaders who guide clinical peers, medical staff, service lines, quality work, or organizational change.

### How does physician engagement differ from physician communication?

Communication shares information, while physician engagement also creates participation, influence, trust, follow-through, and shared accountability for decisions.

### How can physician leaders influence peers without formal authority?

Physician leaders can use credibility, shared purpose, stakeholder understanding, listening, evidence, transparent decisions, and reliable follow-through.

### What supports productive physician performance conversations?

Productive conversations use clear expectations, observable evidence, curiosity, respectful challenge, agreed actions, support, and documented follow-up.

### How is physician engagement measured?

Engagement is assessed through selected signals such as participation, response, trust, follow-through, improvement involvement, and patterns in structured feedback.

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## Conclusion

Participants leave with a Physician Leadership and Engagement Practice File containing role maps, partnership agreements, listening plans, conversation tools, change coalitions, wellbeing safeguards, measures, and a development plan. The file helps physician leaders connect clinical credibility with accountable organizational action. It supports trust, participation, and sustained follow-through across medical and administrative relationships.