

Day 1 Focus: Leadership Traits (identified via pre-assessment) and **Immediate Practice** of those traits.

Day 2 Focus: Medical Training, Live Debatable Dialogue (Doctor vs. Student), and **Observation/Assessment**.

Title: THE 48-HOUR LEADERSHIP SPRINT

Slogan: Building a Framework to transform Physician Burnout to Systemic Change

Pre-Bootcamp Requirement: The Catalyst Assignment

To maximize Day 1's "immediate practice" mandate, all participants must complete the following **before** arrival:

1. **GVON Leadership Self-Assessment:** Identify their **Top 3 Leadership Traits** (e.g., Visionary, Problem-Solver, Emotionally Intelligent).
2. **Strategic Vision Mapping:** Complete the 5-year vision for a hospital department (the output of original Week 1, Session 1). This is the working document for the entire bootcamp.

Day 1: The Applied Leadership Lab (6 Hours)

Theme: Leadership Traits in Action & Foundational Resilience

(Goal: Practice all identified traits through high-stakes, time-pressured activities.)

Time	Duration	Module & Focus	Integrated Original Skills (Wk 1 & 2)
10:30– 11:30 AM	60 min	System Shock: Defining the Crisis (Vicious Cycle Kickoff) <i>Activity: Teams publicly state their Top 3 Leadership Traits and their Vision Mapping goal.</i>	Strategic Visioning, Goal Setting, Self-Assessment Review, Assertiveness (Stating the vision).

11:45– 12:15 PM	90 min	THE MARSHMALLOW CHALLENGE: Trait Test <i>Activity: The Marshmallow Challenge under immediate trait pressure. (Each team member must lead a different phase, utilizing one of their Top 3 Traits to drive the build.)</i>	Team Building (Practice), Problem Solving, Assertiveness without Aggression, Time Management (Quick iteration).
12:15– 12:30 PM	15 min	<i>Break</i>	
12:40– 1:30 PM	50 min	CONFRONTATION SIMULATION: Mastering Conflict Activity: <i>Role-Reversal Case Study / Negotiation Simulation.</i> Teams solve a complex, trait-testing medical challenge involving resource allocation or ethical conflict.	Communication Skills (Clarity), Conflict Resolution (Practice), Negotiation (Practice), Emotional Intelligence (Staying composed).
1:30– 2:00 PM	30 min	<i>Lunch & Resilience Rounds: Caring for the Carers (Peer Support).</i>	Emotional Resilience, Caring for the Carers.
2:15– 3:15 PM	60 min	THE FISHBONE DEBATE: Root Cause Leadership <i>Activity: Jigsaw Problem-Solving using the Fishbone approach on a real-world burnout/error problem.</i>	Problem Solving (Structured), Strategic Vision (Alignment), Team Collaboration (Practice).

3:15– 4:00 PM	45 min	PDP Alignment & Reflection Checkpoint Activity: Individual time to update their PDP based on where their traits succeeded or failed during the day's activities.	Reflective Learning, Goal Setting (Personal Development Plan).
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Day 2: The Systemic Change Lab (6 Hours)

Theme: Medical Training, Legacy, and Debatable Dialogue

(Goal: Apply leadership skills to real medical scenarios with observation, critique, and high-stakes debate.)

Time	Duration	Module & Focus	Integrated Original Skills (Wk 3 & 4)
10:30– 11:30 AM	60 min	The EMR Transition Challenge <i>Activity: Quick-Fire Change Management scenario review. Teams pitch their change management strategy for a new system.</i>	Change Management, Quality Assurance (Setting standards).
11:40– 12:00 PM	80 min	THE INVESTMENT BOARDROOM: Systemic Innovation <i>Activity: "Shark Tank" Innovation Sprint. Teams pitch their EMR/Vision ideas, justifying their investment using Economic Models. (Judges act as Investment Board.)</i>	Entrepreneurship, Economic Models, Presentation Skills (Pitching).

12:00– 12:15 PM	15 min	<i>Break</i>	
12:20– 1:20 PM	60 min	LIVE DEBATEABLE DIALOGUE: The High-Stakes Case Activity: Doctor vs. Student Role-Play (Observed). (<i>Doctor argues for a specific treatment/system change; Student challenges the process/ethics based on high-demand pressure. Observers (mentors/peers) score the doctor on Communication, Empathy, and Assertiveness.</i>)	Medical Training, Reflective Learning, Communication, Negotiation, Mentoring (for the student role).
1:20– 2:00 PM	40 min	<i>Lunch & Leadership Succession Strategy Peer Review.</i>	Succession Planning.
2:15– 3:15 PM	60 min	The Quality Improvement Quest (PDSA) Activity: Teams apply the PDSA cycle to the problem identified in the live dialogue.	Quality Assurance (PDSA), Problem Solving (Application), Team Building.
3:15– 4:00 PM	45 min	Reflective Leadership Circle: The Legacy Commitment Activity: <i>Final reflections and the 6-month Personal System Change Action Plan creation.</i>	Succession Planning, Long-Term Impact, Reflective Learning.

4:00– 4:30 PM	30 min	Post-Assessment & Certification	
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