



# Your journey of leadership and transition starts here!

23 APRIL 2020 – 26 APRIL 2020 | SEEHOTEL NIEDERNBERG

DE SCHOOL  
VOOR  
TRANSITIE

## Your journey of leadership and transition starts here!

As a medical doctor and a leader in a medical organization, in a university hospital or medical center you face many challenges. The healthcare sector is in constant flux, changes follow each other in quick succession and medical organizations become increasingly complex. And maybe even foremost, the medical profession is intrinsically connected to human change, loss and transition.

A new generation of employees enter the medical profession and their organizations with different expectations, needs and challenges. As a MD with a managerial role you constantly face a large amount of paradoxes. Action and reprieve, attention to the other and yourself, showing vulnerability and closing yourself off, focusing on results and focusing on people and relationships; these are just a few.

Like no other you know that these paradoxes cannot be solved by simple one-liners or tricks. People are looking at you while changes in the organization are complex and only become more complex over time. This complexity affects your own performance and that of your employees. The way in which you engage with these paradoxes has a direct impact on healthcare itself.

You strive for development and success. This success, for example, is about a more effectively functioning organization, department or (management) team, making

optimum use of talent and potential within your organization; better healthcare, having more constructive working relationship with colleague, aiming at improving patient outcomes, surpassing growth expectations and finding and living your calling.

In our four-day high end and state-of-the-art training program around **Secure Base Leadership, transition and calling**, you will make a deep introspective dive into your leadership style. We will take you to the roots of your leadership and invite you to discover how they impact your everyday practice.

The course is deeply embedded in the latest research regarding emotional intelligence. It enables you to deepen your influencing and dialogue skills far beyond text book knowledge. The course will give you an in depth journey into your calling and it's translation into different roles in your life and choices that stem from them.

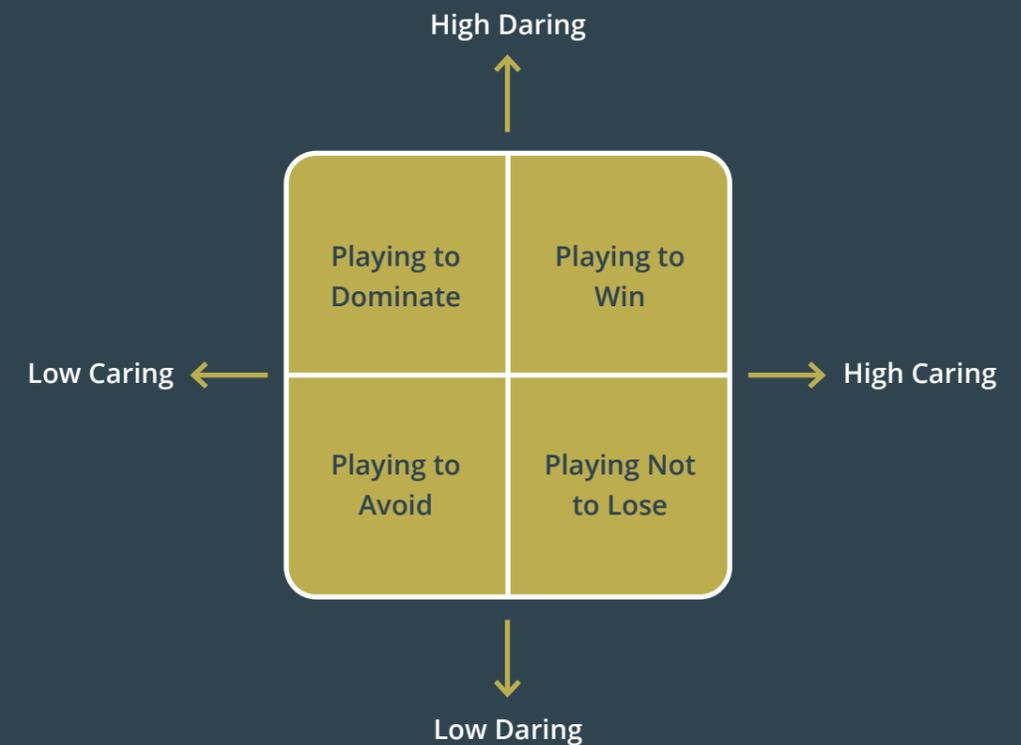
*“Ein Beispiel zu geben ist nicht die wichtigste Art, wie man andere beeinflusst. Es ist die einzige.”*

Albert Schweitzer

*“A Secure Base is a person, place, goal or object that provides a sense of protection, safety and caring and offers a source of inspiration and energy for daring, exploration, risk taking and seeking challenge.”*

The **Secure Base Leader** works from a “Playing to Win” mentality. They are searching for the ultimate balance of 100% caring and 100% daring. People are challenged to be

bold, take risks, experiment and learn from their successes and failures in order to achieve great things together.



Team- and leadership development is a journey that starts at the very beginning: establishing a foundation of curiosity and bonding. Important themes to cover are

attachment, security, vulnerability, dialogue, the transition circle and connecting past, present and future.

## The best has yet to come! Finding your calling

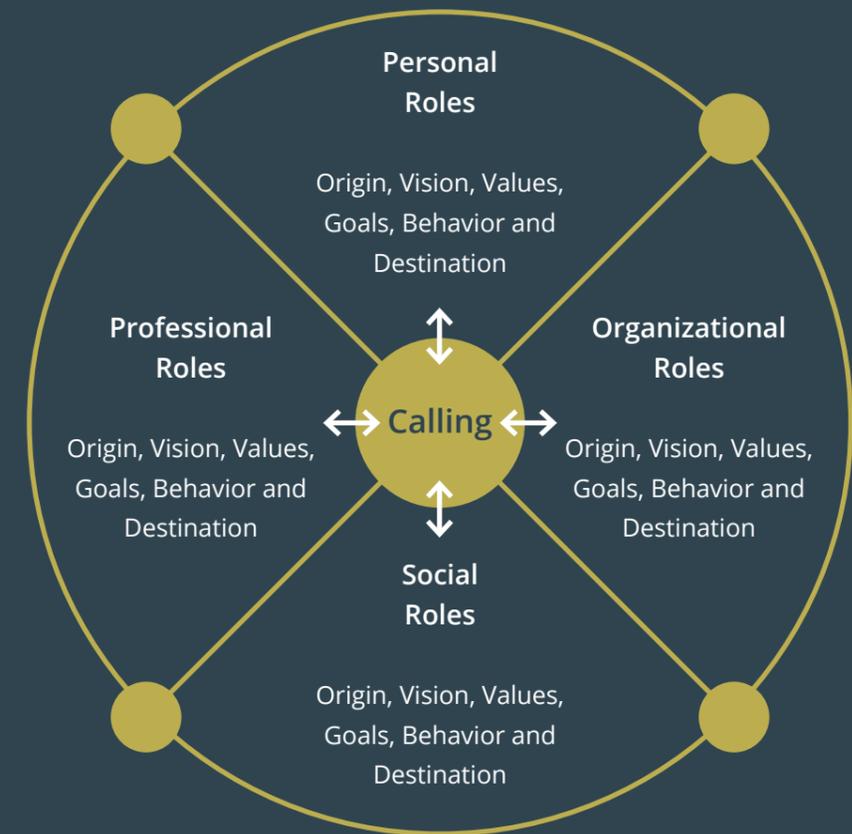
*"Imagine a drug that was proven to add years to your life, reduce risk of heart attack and stroke, cut your risk of Alzheimer's disease by more than half, help you relax during the day and sleep better at night, double your chances of staying drug- and alcohol-free after treatment, activate your natural killer cells, diminish your inflammatory cells, increase your good cholesterol, and repair your chromosomes. What if this imaginary drug reduced hospital stays so much that it put a dent in the national healthcare crisis? The pharmaceutical company who made the drug would be worth billions. The inventors of the drug would receive Nobel Prizes and have institutes named for them. But it's not a drug. It's purpose."*

Victor J. Strecher in 'Life on purpose'

There's not a single word that's more powerful than 'calling' for what you have to do in life, your unique way. In calling, it is about knowing when what you do is in agreement with who you really are; learn to understand signals, to be able to read signs. It is being connected to a deeper goal and a passion and desire to make a meaningful contribution to your world. It's about being in touch with your intrinsic values and goals that affect all areas of your life. Calling is thus far from just a religious concept, but an invitation that life makes to us, of vital importance.

Your calling and your identity, your self-image and self-worth are inextricably linked. A found and lived calling translates into different roles, which seek to be in balance with each other. But, conversely, your roles can also provide clues, signs for what your calling is. An over-identification with one of the roles leads irrevocably to 'hassle' in the form of, for example, struggle, (physical) illness, burnout, relationship problems, loneliness, the inability to experience success or joy.

Every person has a unique calling. Finding it is not a luxury question. It is the ultimate life-giving question.



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For leaders in organizations and their teams, working from calling is crucial. It makes the difference between transactional leadership ('getting things done') and transformational leadership ('bringing out the best in people'). Transformational leaders work - even if they may not call it that literal - from a deeper sense of calling.

Your calling is essentially about who you are. It is about your unique 'task'. It gives drive and focus to your choices, your 'yes' and 'no'. Your roles are about what you do: how you fulfill that calling, connect it and keep it in touch with the world around you.

Living and leading from your calling will also mean being tested in the small and big ups and downs, the small and big losses and failure experiences. Therefore, this program pays significant attention to the question of how the leader is able to grieve the losses in his (professional) life and how he is able to lead his organization and people in his organization to do the same. Leaders learn to say 'goodbye' before they say 'hello'.

## The four-day program: Goals and Results

We invite you to our exclusive four-day program in which you will not only make a deep dive into your own leadership but also will find the core of what drives you in all the different roles you have in life: your calling.

This four-day Secure Base Leadership training program will lead to:

- more solid insight into the foundation of your leadership
- insight in what drives you, knowing what is your calling in life
- insight into the sources of resilience in your management and performance in your team(s)
- an overview of the impact of your (professional) lifeline on executing your leadership and preferential styles
- state-of-the-art knowledge of transition and managing changes
- tools to work more based on connection and dialogue
- a better insight into your talent and that of the people you manage
- more harmony and collectivity in achieving organizational goals
- a better work-life balance



### Work method

This program is intensive and experiential. We use a large variety of work methods that create connection between the brain, the heart and the hands. The participants each put in their own (personal) casuistry and are prepared to have an open, inquisitive and vulnerable attitude. They do so from a vision that requires both strength and vulnerability to excel as a leader.



### About the trainers



**Jakob van Wielink** helps leaders and their organizations live according to their deepest calling. Jakob is a published international author and an executive coach at the (Advanced) High Performance Leadership Program at IMD Business School (Switzerland). Next to this, he is faculty member at the Portland Institute for Loss and Transition (US).



**Marnix Reijmerink** is an international trainer and executive coach who coaches teams and their leaders. He inspires groups with love and adventure. In addition, he helps translate the themes of attachment, transition and meaning into sustainable development and growth.

**Jakob** and **Marnix** are founding partners at **De School voor Transitie**.



**Martin Westphal** is a Professor in Anesthesiology and Intensive Care Medicine. In addition to his education as physician, he gained extensive leadership experience in the pharmaceutical industry. He holds an MBA in Integrated Management and has a huge interest in organizational development, coaching and secure base leadership. His mission is transforming problems into opportunities: The bigger the problem, the bigger the opportunity.

## About the location Seehotel Niedernberg

*'Alleine kann man wenig bewegen – Gemeinsam vieles erreichen'*

We welcome you in 'Dorf am See'. The village offers attractive diversity and an enchanting lake. Already on arrival you can feel this spirit. This remarkable place invites you to stand still and to make a deep dive into

the roots of your leadership. The beautiful surroundings and nature of the village can also be viewed during our program.

<https://www.seehotel-niedernberg.de>



## Practical information

### When

23 April 2020 – 26 April 2020

### Location

Seehotel Niedernberg, Niedernberg

### Investment

€ 3.999,00 | full boarding | exempt from VAT

### Working language

English. Two trainers are fluent in German.

### Information & Registration

Please send an email to [info@deschoolvoortransitie.nl](mailto:info@deschoolvoortransitie.nl) after which we will get in touch with you to complete the registration.

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