



# Workshops

## from Coaching for Physicians

Coaching for physicians is the leader in specialized coaching for healthcare organizations and physicians. We provide workshops, training and individual coaching services for physicians and organizations involved in healthcare, such as medical groups, hospitals, medical societies, medical research organizations and insurance companies.

It is rare for engaged physicians to become burned out. To that end, we also consult with organizations, administrators and physician executives, to develop programs to change the work environment so that it encourages physician engagement and reduces turnover and burnout. In so doing, both the physician and the organization gain from a reduced staff turnover, improved patient safety and a more functional and productive medical team.

The following is a list of the workshops most commonly requested from Coaching for Physicians. We can also tailor a specific workshop for your organization's needs. Patrick Hudson MD, FACS, BCC and Coaching for Physicians are an authorized partner for Wiley's Everything DiSC® and the Five Behaviors of a Cohesive Team Model®.

Most of our workshops are for half or full days and can be adapted to a 45 minute keynote lecture.

Call 505-280-4284 or email [pahudson@mac.com](mailto:pahudson@mac.com) for prices

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## ***Emotional Intelligence for Physicians-the ten soft skills they did not teach you in medical school***

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One of the most common complaints leveled against doctors by patients and nurses is that the doctor lacks empathy and basic communication skills. This is not surprising given the selection process for medical school and the methods used in medical training. Many of the relationship issues in a physician's life could be improved with some basic training in emotional intelligence. This workshop teaches essential information about emotional intelligence and provides the skills needed to communicate better with patients, colleagues, staff members and even partners and spouses. Dr. Hudson is a Board Certified Plastic Surgeon, Board Certified Coach and has advanced degrees in mental health counseling and healthcare ethics.

### **By the end of this workshop, participants should be able to**

- Define and practice self-management and self-awareness
- Understand the value and importance of empathy
- Know the difference between sympathy and empathy
- Increase the "sweet spot" where EQ, IQ and personality overlap
- Appreciate the influence of physician personality and training on emotional intelligence
- Understand, use and manage your emotions
- Verbally communicate with others
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Successfully communicate with others in a non-verbal manner
- Identify the benefits of emotional intelligence
- Relate emotional intelligence to the medical workplace
- Balance optimism and pessimism
- Effectively impact others
- ... and much more

**Audience:** physicians, physician executives

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360.

**CME:** may be available-additional fees apply

## ***How to Avoid and Manage Burnout for Physicians***

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Half of physicians report symptoms of burnout. Many are emotionally exhausted and feel disillusioned and cynical. If burnout is not managed they may experience depression, drug abuse, suicide, alcoholism, and other emotional problems. Unfortunately this can impact the quality of patient care. While many of the factors that cause burnout are systemic in modern medicine, there are several skills that can equip physicians to manage burnout and enjoy the practice of modern medicine. Some estimates suggest that the direct and indirect costs associated with replacing a physician can range from \$100,000 to over \$1M. This workshop explains why physician burnout is a dilemma that must be managed and is not a problem that can be solved.

### **By the end of this workshop, participants should be able to:**

- Understand the causes of physician burnout
- Recognize the signs of burnout and an unbalanced life
- Explain the benefits of work life balance for physicians, patients and medical organizations
- Manage burnout in themselves
- Understand organizational factors that contribute to burnout
- Identify resources to reduce burnout and develop a balanced lifestyle
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Improve time management and goal setting
- Understand the value of emotional intelligence and empathy
- Use more effective work methods
- Understand how the personality of physicians and medical training can contribute to burnout
- Create balance at work and at home
- Understand the importance of physician engagement and teamwork in the workplace
- Manage stress
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** Maslach Burnout Inventory, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360

**CME:** may be available-additional fees apply

## ***Anger Management for Physicians***

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Anger is a normal emotion but when poorly managed can cause chaos in the medical workplace. It is widely recognized that patient safety and quality of care depend on good communication and teamwork. There is an increasing need for services to help doctors, and other health care workers, manage anger appropriately and communicate well. Dr. Hudson is a Fellow of the National Anger Management Association (NAMA) and an anger management specialist certified by NAMA. This workshop teaches the skills needed to reduce angry outbursts, manage the frustrations of modern medicine and improve the communication skills needed to work in a healthcare team.

### **By the end of this workshop, participants should be able to:**

- Understand anger dynamics in terms of the anger cycle and the fight or flight theory
- Understand how the personality of physicians and medical training can contribute to anger
- Be aware of the legal, ethical and medical consequences of unmanaged anger
- Recognize early signs of anger buildup and reading anger warning signs
- Know the helpful and unhelpful ways of dealing with anger
- Know techniques to control anger, particularly using coping thoughts, mindfulness and relaxation
- Improve communication and express a feeling or position using I-messages.
- Understand how to identifying the problem
- Understand the role of emotional intelligence and empathy
- Know skills for constructive disagreement, including effective negotiation and solution-building
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Understand how to deal with unrealistic expectations
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

Coaching for Physicians also provides weekly group anger management classes as needed for organizations.

**Suggested Add-ons:** DiSC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360, Anger Assessment (various)

**CME:** may be available-additional fees apply

## ***How to Manage Disruptive Physicians***

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Disruptive physician behavior often includes unhelpfulness or rudeness but in some cases may deteriorate into abusive or even violent behavior. When doctors intimidate or disrupt their peers, or other staff members, medical errors may occur. It also contributes to poor patient satisfaction and increases the cost of care. It is also a major factor in high nurse turnover. It is widely recognized that patient safety and the quality of care depends on good relationships, good communication and teamwork. It is always best to prevent disruptive behavior before it occurs. While 3-5% of physicians and healthcare staff may demonstrate severe disruptive behavior, it is estimated that 30-50% have poor communication skills. This workshop teaches physician executives and administrators how to improve communication skills in their teams and avoid disruptive events before they occur.

One in four physicians admits to engaging in disruptive behavior at some time in their career. The need for services to help doctors is large and increasing with recent mandates from the Joint Commission (JCAHO) for assessment, intervention and monitoring of disruptive physicians. This workshop provided the skills needed to recognize and manage the disruptive physician and help avoid the costly results of legal, ethical and medical consequences of disruptive behavior.

### **By the end of this workshop, participants should be able to:**

- Recognize the signs of a disruptive physician
- Avoid employing disruptive physicians
- Understand some medical causes for disruptive behavior
- Understand how the personality of physicians contributes to disruptive behavior
- Be aware of the legal, ethical and medical consequences of disruptive behavior
- Learn techniques for managing disruptive behavior in physicians and others
- Improve communication skills
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Utilize the value of emotional intelligence and empathy
- Know how to express a feeling or position using an I-message
- ... and much more

**Audience:** physician executives, practice managers, administrators, healthcare executives, healthcare attorneys, physicians

**Recommended Number:** 5-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360

**CME:** may be available-additional fees apply

## ***Managing Angry and Difficult Patients***

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At least one in 30 patient encounters involves a difficult or angry interchange. This is a daily event for most in medicine and sometimes these encounters can turn violent. OSHA says that workers in the healthcare workplace are the most likely to suffer an assault. These events are more common in some areas such as the ER, psychiatry and plastic surgery but are still an issue in all areas of outpatient medicine as well as hospital settings. This workshop explains the background to angry and difficult encounters and suggests ways for physicians and office staff to feel safe when dealing with the angry patient.

### **By the end of this workshop, participants should be able to:**

- Cultivate a positive attitude
- Manage internal and external stress
- Develop abilities to listen actively and empathize
- Build a rapport with patients in person and over the phone
- Understand the diverse challenges posed by patients
- Develop strategies to adapt to challenging circumstances
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Develop safe ways to confront angry patients
- Understand anger dynamics in terms of the anger cycle and the fight or flight theory
- Understand how the personality of physicians and training affect their response to anger
- Recognize early signs of anger buildup and read anger warning signs
- Know the helpful and unhelpful ways of dealing with anger
- Improve communication and express a feeling or position using I-messages.
- Understand the role of emotional intelligence and empathy
- Know skills for constructive disagreement, including effective negotiation and solution-building
- Understand how to deal with unrealistic expectations
- ... and much more

**Audience:** physicians, physician executives, practice managers, nurses, mid-levels, office support staff, administrators, healthcare executives,

**Recommended Number:** 5-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Communication Style Assessment

**CME:** may be available-additional fees apply

## ***Marital & Relationship Enrichment for Physicians***

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It is not true that doctors have a higher divorce rate than the general population but they are less happy in their marriages. Relationship difficulties can increase the possibility of career dissatisfaction and burnout. They also increase the risk that physicians and their spouses will experience depression, drug abuse, suicide, alcoholism, and other emotional problems. While physicians and their spouse or partner also experience the issues that any couple can experience, like sexual dysfunction or communication problems, they must also cope with the stress imposed by the modern practice of medicine. It is sometimes assumed that physicians long work hours cause marital problems but the truth is that their excessive work is often caused by their desire to escape troubles at home. Dr. Hudson is a Board Certified Plastic Surgeon, Board Certified Coach and has completed Level I Training in Gottman Method Couples Therapy. He has extensive experience as a marriage therapist and is a Gottman Seven Principles Program Educator—authorized by the John Gottman Institute in Seattle to use the Seven Principles Program materials and teach lecture content that integrates research from the Seven Principles book.

### **By the end of this workshop, participants should be able to:**

- Understand the value of a stable home life for physicians
- Recognize the myth that physician's long work hours cause marital problems
- Understand how the personality of physicians and medical training contribute to marital conflict
- See why a happy marriage is not conflict free
- Understand the causes of marital conflict
- Recognize the signs of strain in a relationship
- Know the difference between a complaint and a criticism
- Learn how to begin a conversation using a soft start up
- Know the tools needed to build a deeper relationship
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Increase the role of emotional intelligence and empathy in relationships
- Improve communication skills and express a feeling or position using an I-message
- ... and much more

**Audience:** physicians, physician's spouse or partner, practice managers, administrators, healthcare executives

**Recommended Number:** 6-18

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture or a series of evening sessions (Albuquerque or Santa Fe only). Call 505-280-4284 or email for prices.

Coaching for Physicians also provides weekly (10-12) classes, as well as full day or weekend retreat marriage enrichment for physician families.

**Suggested Add-ons:** DiSC Communication Style Assessment, Gottman Couples Pack, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQI 360

**CME:** may be available-additional fees apply

## **Malpractice Support & Avoidance**

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Litigation is a common cause of emotional distress for doctors and medical malpractice litigation takes a toll on both physicians and their families. Many cannot sleep and feel isolated or alone. After a lawsuit most doctors feel angry and irritable. This workshop provides information on malpractice support & prevention and helps individuals and organizations define their goals for the future.

**By the end of this workshop, participants should be able to:**

- Know the steps to take to reduce the risk of a malpractice suit
- Learn the emotional skills needed to survive a malpractice complaint or suit
- Learn to communicate appropriately with patients and colleagues
- Know how to deal with angry and difficult patients
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Know how to manage anger after a suit is filed
- Be aware of the consequences of a malpractice suit on physicians and their families
- Learn how to define goals for the future after the suit is over
- Understand how the personality of physicians can contribute to their response to litigation
- Understand the role of emotional intelligence and empathy in professional relationships
- Know how to avoid burnout after a malpractice suit
- ... and much more

**Audience:** physicians, physician's spouse or partner, physician executives, practice managers, administrators, healthcare executives, malpractice defense attorneys

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DISC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360

**CME:** may be available-additional fees apply

## ***Leadership & Team Building for Physicians***

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Modern medicine is practiced in teams of physicians, nurses, mid-levels, support and administrative staff. All teams need a leader and in many cases the team leader in medicine is a physician. Even in a small private office the physician is considered the team leader. Unfortunately many physicians lack the temperament or training to organize and manage effective healthcare teams. As a team leader, the physicians needs skills in communication, people management and an understanding of how teams work. In addition, they need a heightened awareness of social interactions and highly developed emotional intelligence skills. This workshop provides an introduction to leadership skills for all physicians and is especially useful for those in executive or management roles. Coaching for Physicians is an authorized partner for Everything DiSC® and the Five Behaviors of a Cohesive Team Model®.

### **By the end of this workshop, participants should be able to:**

- Describe the concept of a team, and its factors for success
- Discuss the benefits of team work
- Recognize signs of a dysfunctional team and implement the five behaviors of a cohesive team
- Understand the significance of various communication styles (DiSC)
- List the types of teams
- Understand the role of emotional intelligence and empathy for teams
- Understand the importance of intentionally fostering teamwork
- Explain and define the four phases of the Tuckman team development model
- Discuss the uses, benefits and disadvantages of various team-building activities
- Follow strategies for setting and leading team meetings
- Detail problem-solving strategies for team problems
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Understand how personality and training influences how physicians view teams
- Understand the importance of physician engagement and teamwork
- Stimulate physician engagement
- List actions to do, and to avoid, when encouraging teamwork
- Apply the principles of team building to your own organization
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives,

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Profile, Five Behaviors of a Cohesive Team Model Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQI 360

**CME:** may be available-additional fees apply

## ***Mindfulness Skills for Physicians***

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There is a large body of information that confirms the value of mindfulness techniques in medical practice. These same tools are also valuable for individual physicians and organizations as a method to reduce stress and improve functioning in everyday life. Individuals who learn and practice these techniques are less likely to experience burnout and anger. This workshop covers the theoretical and practical aspects of mindfulness and includes practical sessions to develop those skills under supervision. It can serve as the cornerstone of a company wide program to reduce stress for employees of all kinds. This is not a religious or spiritually based workshop and seeks to develop an understanding of mindfulness based on scientific principles acceptable to all.

### **By the end of this workshop, participants should be able to:**

- Understand the theoretical background to mindfulness
- Know the difference between an attitude of mindfulness and a mindfulness practice
- Know the difference between mindfulness and meditation
- Understand the role of breathing in relaxation and health
- Recognize the value of a nonjudgemental attitude toward themselves and others
- Be able to teach patients and other employees the skills of mindfulness
- Understand the importance of increased self-awareness and empathy
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives,

**Recommended Number:** 4-20

**Time:** 4 hours, one hour weekly sessions for 10 weeks is recommended. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** smart phone app

**CME:** may be available-additional fees apply

## ***Executive Coaching for the Physician Leader***

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Physicians are increasingly called upon to act as executives in medical groups and organizations. Unfortunately many physicians lack the temperament or training to manage effectively. While a workshop is no substitute for individual executive coaching with a trained coach, this workshop provides an introduction to some executive skills needed by all physicians in executive or management roles. As an executive, the physicians needs skills in communication, people management, empathy and an awareness of social interactions.

### **By the end of this workshop, participants should be able to:**

- Adapt to the needs and styles of management
- Communicate through written, verbal, and nonverbal methods
- Improve time management skills
- Manage meetings effectively
- Act as a gatekeeper
- Understand the importance of nurturing teamwork
- Detail problem-solving strategies
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- List actions to do, and to avoid, when encouraging teams
- Understand the importance of emotional intelligence and empathy in management
- Understand how the personality of physicians and training influences management
- Stimulate physician engagement and teamwork in the workplace
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives,

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360

**CME:** may be available-additional fees apply

## ***Conflict Management & Resolution in Healthcare***

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Conflict in the medical workplace is unavoidable but when managed well can prove to be beneficial. Indeed, appropriately managed conflict is an essential element of a functional team. This workshop introduces physicians to the tools they need to handle conflict and maintain relationships in a medical office or hospital setting.

### **By the end of this workshop, participants should be able to:**

- Understand what conflict and conflict resolution mean
- Understand the phases of the conflict resolution process
- Understand the main styles of conflict management
- Be able to adapt the process for all types of conflicts
- Be able to break out parts of the process and use those tools to prevent conflict
- Understand the importance of emotional intelligence and empathy in conflict management
- Be able to use basic communication tools, such as the agreement frame and open questions
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Understand how the personality of physicians can influence conflict management
- Be able to use basic anger and stress management techniques
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives,

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360

**CME:** may be available-additional fees apply

## ***Time Management for Physicians***

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One of the main complaints of physicians is shortage of time. Many physicians are perfectionists and procrastinators and completing anything on time is a struggle. This workshop outlines some time management strategies that can be used in both personal and professional settings. It also covers the basic communication skills needed to make certain boundaries are set and the physician's needs are met.

### **By the end of this workshop, participants should be able to**

- Plan and prioritize each day's activities in a more efficient, productive manner
- Overcome procrastination quickly and easily
- Understand the origins of procrastination
- Handle crises effectively and quickly
- Organize your workspace and workflow to make better use of time
- Delegate more efficiently
- Set boundaries and communicate needs
- Know the difference between a boundary and an expectation
- Learn to say "No" without offending people
- Understand how the personality of physicians influences time management
- Use rituals to make your life run smoother
- Know the difference between a boundary and an expectation
- Plan meetings more appropriately and effectively
- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives,

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC Communication Style Assessment, Emotional Intelligence Assessment (EQ)-EQi-2.0 and EQi 360

**CME:** may be available-additional fees apply

## ***Everything DiSC Workplace® in Healthcare***

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Everything DiSC Workplace delivers a comprehensive, easily customizable workplace development solution for healthcare and engages every employee—regardless of title or position, department or function—in building more productive and effective relationships at work. It is suitable for medical groups, hospitals, medical societies, medical research organizations and insurance companies. This workshop helps participants understand and appreciate the different priorities, preferences, and values each individual brings to the workplace, and how they can learn to adapt to the style of others. It usually has three modules but can be tailored to your organizations needs:

Module 1: Discovering Your DiSC Style -Explores how DiSC styles affect workplace relationships and the priorities that drive each individual when interacting with others at work.

Module 2: Understanding Other Styles: Helps learners identify what works for them and what challenges them when interacting with each DiSC style. 90 minutes.

Module 3: Building More Effective Relationships: small and large group activities engage participants in creating strategies and an action plan to overcome challenges when working with people of different DiSC styles.

Optional Module: People Reading: Participants learn the technique called people reading and practice developing their skills in recognizing others' DiSC styles based on behavioral cues.

Use of MyEverythingDiSC.com: MyEverythingDiSC.com is a mobile friendly, interactive learning portal that incorporates participant's DiSC® knowledge into their daily interactions.

### **By the end of this workshop, participants should be able to:**

- Discover their own DiSC® style

- Recognize the priorities, motivators, and stress triggers that shape their workplace experience

- Explore other styles and understand the differences and similarities among the DiSC styles

- Identify strategies to make more meaningful connections with colleagues of various styles

- Work more effectively to reduce tension, solve problems, and contribute positively to their organizations

- ... and much more

**Audience:** physicians, physician executives, practice managers, administrators, healthcare executives, team-leaders and managers in healthcare

**Recommended Number:** 4-20

**Time:** Full day (6 hour), can be adapted to a 45 minute lecture. Call 505-280-4284 or email for prices.

**Suggested Add-ons:** DiSC® Profile Assessments-Everything DiSC Workplace®, Everything DiSC® Comparison Report, Everything DiSC® Group Culture Report Assessment

**CME:** may be available-additional fees apply

## Coaching for Physicians

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### ***The Leader in Specialized Coaching for Healthcare Organizations and Physicians***

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[www.coachingforphysicians.com](http://www.coachingforphysicians.com)

### **Coaching for physicians is the leader in specialized coaching for healthcare organizations and physicians.**

We provide specialized coaching for individual physicians and healthcare organizations, including hospitals, medical groups, medical societies, medical research organizations and insurance companies. Our services include coaching for burnout, anger management and disruptive physicians, marital & relationship coaching, malpractice support, time management, conflict resolution, divorce, physician leadership coaching, healthcare team building, career & retirement coaching, executive coaching, emotional intelligence & communication skills coaching and personal life coaching for physicians.

Dr. Hudson is available for lectures and workshops for physicians, executives and administrators throughout North America. He speaks on burnout, anger management, malpractice support and prevention, building medical teams, physician executive leadership, supporting medical marriages or any related topic that might interest your group or organization. Most workshops are for half or full days and can be adapted to a 45 minute keynote lecture. Dr. Hudson can provide workshops worldwide for Everything Disc® and The Five Behaviors of a Cohesive Team® geared specifically to the needs of your healthcare organization. Dr. Hudson is an Everything Disc Partner®.

These programs are designed primarily for physicians who are otherwise well functioning and need to achieve their personal or professional goals. Dr. Hudson has special expertise in the coaching of healthcare professionals, including physicians, surgeons, dentists, mid-levels, nurses, executives, administrators and other healthcare workers. His approach is existential, which means that the focus is on understanding his clients in a practical yet meaningful way.

It is rare for engaged physicians to become burned out. To that end, we also consult with organizations to develop and change the work environment so that it encourages physician engagement and reduces turnover and burnout. In so doing, both the physician and the organization gain from a reduced staff turnover, improved patient safety and a more functional and productive medical team.

Patrick A. Hudson, MD, FACS is a Board Certified Coach (BCC) and plastic surgeon. Originally from England, Dr. Hudson is based between Santa Fe & Albuquerque, NM. He has worked on both sides of the Atlantic, and both coasts and the mountain west of the United States. His work has involved surgery, medicine, medical ethics, counseling, psychotherapy, coaching and IRB/research analysis. He has worked for governments and large companies and was self-employed in private practice. In addition to his medical degree, Dr. Hudson is a Fellow of the American College of Surgeons (FACS) and a Fellow of the National Anger Management Association (FNAMA). He has advanced degrees in Liberal Arts, Healthcare Ethics and Mental Health Counseling.