Dear Administrator, Director of Nursing and Medical Director,

This year’s Minnesota Medical Director’s conference is featuring a very special pre-conference session. Val Ulstad, a cardiologist and consultant to the health care industry, will be with us Thursday afternoon October 28, 2010. We have designed the session for the leadership team at LTC facilities to learn adaptive leadership skills together.

My experience working with Val and her colleagues over the past 8 months has been one of the highlights of my educational life. Adaptive change/Adaptive leadership helps us identify and work through the most difficult challenges we face. These are the problems with no easy answers, no obvious solutions, the problems that seem to keep coming back repeatedly. There is no magical answer or easy formula for many of the difficult decisions we face in long term care today.

Adaptive change gives us a new way of viewing these “problems without easy answers.” We will learn to recognize the ineffectiveness of applying “technical fixes” to problems requiring much deeper solutions. We will learn to identify and engage all the stakeholders, keeping the “heat” up to truly accomplish the necessary adaptive work. We will learn the true nature of “the work of adaptive change”. This afternoon session will include a modest amount of didactic material, and then dive into real life scenarios with plenty of time to dialogue about solutions and process the learning experience. This session will deepen your leadership team’s ability to meaningfully address your most difficult problems. It will help create a common language and understanding of the leadership process to cause lasting and accepted change in your organization.

Val is an experienced and passionate educator who has succeeded in past leadership activities in healthcare. She has been a cardiologist for over 20 years in academic and private practice settings and has served in a variety of leadership roles. She left clinical cardiology in June 09 and has reframed “her practice” to focus on supporting the relational and contextual work of individuals and organizations which she considers to be a different type of heart work. Her favorite form of work is with groups of individuals doing work together. They use cases from daily work life as fodder for development of their capacity to exercise leadership in service of their organization, and their professional effectiveness and well being. Val directs the Archibald Bush Leadership Fellowship leadership development program and the Courage to Imagine professional renewal retreat series for Bush Medical Fellows for the Bush Foundation, and serves on the Board of Directors for the Center for Courage and Renewal. She is also currently serving as Senior Fellow to Minnesota Council of Nonprofits.

It is our desire to have all three members of the leadership team at your facility attend this session together. For that reason, we are charging a reduced fee of $120 for all three leaders. The cost for individual attendees is $60.

Thanks for your consideration,

John Mielke
MMDA President