



European Leadership Programme

Preparing future leaders
in Anaesthesiology and Intensive Care
by **ESAIC**



Programme Course 1

4-7 December 2026

De Kleuzereij (Affligem, Belgium)

Arrivals & Introductions:

Friday
4 December

Opening Circle: Stories and Aspirations	17:30 - 19:00
Dinner	19:00 - 20:00

Self-Leadership
Starting the Leadership journey

Day 1 –
Saturday,
5 December

Welcome, intro of today's speakers and learning objectives Joana Berger-Estilita (Bern, Switzerland) Patricio González Pizarro (Madrid, Spain) Idit Matot (Tel Aviv, Israel)	08:45 - 09:00
Keynote Lecture Leadership – different perspectives	9:00 - 09:45
Break	09:45 – 10:15
Lecture Adaptive leadership styles	10:15 - 11:00
Workshop: The Leadership journey Moderators Joana Berger-Estilita and Patricio González Pizarro	11:00 - 12:30
Lunch	12:30- 13:30
Panel Discussion My "First 100 Days" as a chair Lightning Round (13:30-14:15) Daniela Ionescu (Cluj-Napoca, Romania) Francisco Maio Matos (Coimbra, Portugal) Isabel Marcolino (Schlieren, Switzerland) Idit Matot (Tel Aviv, Israel) Cynthia Wong (Iowa City, United States)	13:30 - 15:15
Burning Questions Moderated Q&A about Challenges of the first 100 days (14:15-15:15) Moderators Joana Berger-Estilita and Patricio González Pizarro	
Break	15:15 - 15:45
Workshop Your first appearance in front of the department Moderators Joana Berger-Estilita and Patricio González Pizarro	
The "Day One" Spotlight (15:45-16:15) Daniela Ionescu (Cluj-Napoca, Romania) Francisco Maio Matos (Coimbra, Portugal) Isabel Marcolino (Schlieren, Switzerland) Idit Matot (Tel Aviv, Israel) Cynthia Wong (Iowa City, United States)	15:45 – 17:30
Role-Play Strategy & Drafting (16:15-17:00) Plenary Discussion (17:00-18:00)	
Dinner	19:00 – 20:00
Campfire	20:00 – 21:00

People Management

Leading a team

Day 2 –
Sunday, 6
December 09:00
– 20:00

Welcome, intro of today's speakers and learning objectives

Joana Berger-Estilita (Bern, Switzerland)
 Patricio González Pizarro (Madrid, Spain) 08:45 - 09:00
 Idit Matot (Tel Aviv, Israel)

Lecture

From clinician to leader: developing authentic leadership identity 9:00 - 09:30

Panel Discussion and Workshop

Leading with awareness

Moderators Joana Berger-Estilita and Patricio González Pizarro

The "Blind Spots" Panel (09:30-10:00)

Daniela Ionescu (Cluj-Napoca, Romania)
 Thea Koch (Dresden, Germany)
 Francisco Maio Matos (Coimbra, Portugal) 09:30 – 11:30
 Isabel Marcolino (Schlieren, Switzerland)
 Idit Matot (Tel Aviv, Israel)
 Cynthia Wong (Iowa City, United States)

Break (10:00-10:15)

Scenario Stress-Test (10:15-11:30)

Simulation

You and the surgical chair – an operational conflict 11:30 - 12:45
 Isaac Sinai (Tel Aviv, Israel)

Lunch 12:45 - 13:45

Lecture

Mentorship that matters: building the next generation of anaesthesia leaders 13:45 - 14:15

Workshop

The High-Stakes Conversation – Feedback that Works (14:15-14:30)

The "Anatomy of a bad conversation" (14:30-15:00)

High-Stakes Conversation: Residents - Faculty (15:00-15:45) 15:00 - 17:00

Case Studies – each group builds a strategy for one case– (15:00-15:45)

Break (15:45-16:00)

Plenary Discussion (16:00-17:00)

Yoga and Meditation Class 17:30 - 18:30

Dinner 19:30 – 20:30

Flemish Café 20:30 - 22:00

People Management

Leading from the middle

Day 3 –
Monday, 7
December

Welcome, intro of today's speakers and learning objectives

Joana Berger-Estilita (Bern, Switzerland)

Patricio González Pizarro (Madrid, Spain)

Idit Matot (Tel Aviv, Israel)

08:00 - 08:15

Lecture

Negotiation as a leadership skill: getting to 'Yes'

08:15 - 09:00

Simulation

The bullying one

Isaac Sinai (Tel Aviv, Israel)

09:00 – 10:30

Break

10:30 - 11:00

Workshop

Crisis Management

Moderators Joana Berger-Estilita and Patricio González-Pizarro
(11:00-11:15)

The Impaired colleagues (11:15-12:00)

Daniela Ionescu (Cluj-Napoca, Romania)

Francisco Maio Matos (Coimbra, Portugal)

Isabel Marcolino (Schlieren, Switzerland)

Idit Matot (Tel Aviv, Israel)

Cynthia Wong (Iowa City, United States)

11:00 – 15:00

Lunch (12:00-12:45)

Case Studies – each group builds a strategy for one case– (12:45-13:45)

Plenary Discussion (13:45-15:00)

Wrap up and closing of Course 1

Moderators Joana Berger-Estilita and Patricio González-Pizarro

15:00 - 15:30