European
Leadership Programme

Preparing future leaders
in Anaesthesiology and Intensive Care
by ESAIC



Programme Course 1

4-7 December 2026

De Kluizerij (Affligem, Belgium)

ELP Course 1	**Arrivals & Introductions:**	
Friday 4 December	Opening Circle: Stories and Aspirations	17:30 - 19:00
	Dinner	19:00 - 20:00
ELP Course 1	**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) Basak Ceyda Meço (Ankara, Turkey) Idit Matot (Tel Aviv, Israel)	08:45 - 09:00
	Keynote Lecture **Leadership – different perspectives** Maurizio Cecconi (Milan, Italy)	9:00 - 09:45
	Break	09:45 – 10:15
	Lecture **Adaptive leadership styles** Cynthia Wong (Iowa City, United States)	10:15 - 11:00
	Workshop 1 **The Leadership journey** Moderators Joana Berger-Estilita and Basak Ceyda Meço	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 (Cluji-Napoca, Romania) Francisco Maio Matos (Coimbra, Portugal) Isabel Marcolino (Schlieren, Switzerland) Idit Matot (Tel Aviv, Israel) Cynthia Wong (Iowa City, United States) Burning Questions **Moderated Q&A about Challenges of the first 100 days** (14:15-15:15) Moderators: Joana Berger-Estilita and Basak Ceyda Meço	13:30 - 15:15
	Break	15:15 - 15:45

Workshop 2

Your first appearance in front of the department
Moderators: Joana Berger-Estilita and Basak Ceyda Meço

The "Day One" Spotlight (15:45-16:15)
Daniela Ionescu (Cluji-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

The Lightning Presentations

Role-Play Strategy & Drafting (16:15-17:00)

Breakouts

Plenary Discussion (17:00-18:00)

Dinner

Campfire

Informal discussion-based gathering where participants and mentors sit together—literally or figuratively “around the fire”—to share stories, experiences, ideas, or reflections about the day in a relaxed and open atmosphere.

19:00 – 20:00
20:00 – 21:00

ELP Course 1

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) Basak Ceyda Meço (Ankara, Turkey) Idit Matot (Tel Aviv, Israel)	08:45 - 09:00
Lecture **From clinician to leader: developing authentic leadership identity** Basak Ceyda Meço (Ankara, Turkey)	9:00 - 09:30
Workshop 3 **Leading with awareness** Moderators: Joana Berger-Estilita and Basak Ceyda Meço **The "Blind Spots" Panel** (09:30-10:00) 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) **Break** (10:00-10:15) **Scenario Stress-Test** (10:15-11:30)	09:30 – 11:30
Simulation 1 **You and the surgical chair – an operational conflict** Isaac Sinai (Tel Aviv, Israel)	11:30 - 12:45
Lunch	12:45 - 13:45
Lecture **Mentorship that matters: building the next generation of anaesthesia leaders** Daniela Ionescu (Cluj-Napoca, Romania)	13:45 - 14:15
Simulation 2 **The High-Stakes Conversation – Feedback that Works** (14:15-14:30) Moderators: Joana Berger-Estilita and Markus Klimek (Rotterdam, The Netherlands) **The "Anatomy of a bad conversation"** (14:30-15:00) Joana Berger-Estilita and Markus Klimek **High-Stakes Conversation: Residents - Faculty** (15:00-15:45) **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)	15:00 - 17:00
Yoga and Meditation Class	17:30 - 18:30

	Dinner	19:30 – 20:30
	Flemish Café	20:30 - 22:00

ELP Course 1

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) Basak Ceyda Meço (Ankara, Turkey) Idit Matot (Tel Aviv, Israel)	08:00 - 08:15
Lecture **Negotiation as a Leadership Skill: You don't get what you deserve, but what you negotiate** Martin Westphal (Münster, Germany)	08:15 - 09:00
Simulation 3 **The bullying one** Isaac Sinai (Tel Aviv, Israel)	09:00 – 10:30
Break	10:30 - 11:00
Workshop 4 **Crisis Management** Moderators: Joana Berger-Estilita and Basak Ceyda Meço (11:00-11:15) **The colleague in stress** (11:15-11:45) Daniela Ionescu (Cluji-Napoca, Romania) Francisco Maio Matos (Coimbra, Portugal) Isabel Marcolino (Schlieren, Switzerland) Idit Matot (Tel Aviv, Israel) Cynthia Wong (Iowa City, United States) **Lunch** (11:45-12:30) **Case Studies – each group builds a strategy for one case–** (12:30-13:15) **Plenary Discussion** (13:15-15:00)	11:00 – 15:00
Wrap up and closing of Course 1 Moderators Joana Berger-Estilita and Basak Ceyda Meço	15:00 - 15:30