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# The **European** Leadership **Development** Programme

in Ophthalmology under the auspices  
of the European Society of Ophthalmology

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## **Background**

Leadership skills are important for any organization regardless its size and at any level of institutional responsibility.

Physicians, and in particular those chairing an organization or department or who are involved in the work of national, supranational, or subspecialty societies, commonly have leadership issues. However, these skills are only rarely communicated in residency training programmes and only a few current

or future leaders in ophthalmology will have had any formal leadership training focused on ophthalmology. The large supranational ophthalmology organizations worldwide have recognized the importance of such skills for promoting ophthalmology.

The American Academy of Ophthalmology organizes a leadership development programme for aspiring leaders within the profession at state and federal levels. In recent years the

the American Academy of Ophthalmology has used the programme in order to strengthen ties with ophthalmology societies in Central and South America (notably the Pan-American Academy of Ophthalmology and in Europe in conjunction with the European Society of Ophthalmology).

The experiences of the European participants in the The American Academy of Ophthalmology Leadership Development Programme have been



**EuLDP class  
2015 -2017  
graduating  
and class  
2017 -2019**



**EuLDP Class  
2017-2019  
Innsbruck Module 2018**



very positive. The importance of understanding the organization of ophthalmology outside of Europe and informal networking with counterparts in the US and Latin America has been highlighted. Some aspects of the American Academy of Ophthalmology programme (e.g. political and advocacy issues) are less well suited to a European setting and will be replaced in the European ophthalmology Leadership Development Programme.

### **Purpose**

The general aims of the European Ophthalmology Leadership Development Programme are:

- To identify future leaders in European ophthalmology and provide them with an informal network of peers
- To provide a basic leadership training programme adapted for ophthalmology
- To enhance advocacy issues from an European perspective

- To promote ophthalmology and the European Society of Ophthalmology in general
- To create a forum to enhance collaboration with the American Academy of Ophthalmology and the Pan-American Academy of Ophthalmology

This memorandum outlines the planning, management and contents of an European Leadership Development



## Purpose

Aims of the European Ophthalmology Leadership Development Programme include:

- To identify future leaders in European ophthalmology and provide them with an informal network of peers
- To provide a basic leadership training programme adapted for ophthalmology

Programme, aimed at ophthalmology societies in Europe.

### Specific objectives

Based on the general aims and the overall commitment of the European Society of Ophthalmology for promoting the quality of care as well as coverage and access to services for patients with eye disorders the programme should meet the following specific objectives:

- To recruit and coach future leaders of national and European ophthalmology societies
- To foster European cooperation in ophthalmology, and to promote ophthalmology as a science and professional service.
- To promote European ties with North American, Pan-American and Australian ophthalmology societies

### Knowledge and skills specification

After completing the programme participants should have acquired the following knowledge and skills:

Internal relations (national societies and national policy forums)

Knowledge

- National legislation on social and health policy including health services
- Governmental regulation of professional practice

- Basics of professional organizations
- Governance of professional societies

External relations (European social and health policy arena)

Knowledge

- European Union legislation
  - The internal market, including the proposed directive on services
  - Social policy, consumer protection, and public health
  - Medical manpower regulations, educational requirements and the impact of the directive on working hours
  - European Court of Justice rulings on cross-boundary services and their impact on the European healthcare market
- Citizen, consumer, and patients' rights in the European Union and European countries
- The role of consumer and patient organizations in Europe
- Human resource management practices in European countries, including national labor legislation
- European ophthalmology practice
  - Practice patterns and practice variations in European countries
  - Towards "evidence-based ophthalmology practice" in Europe-guidelines formulation and implementation

Skills

- Communication and marketing
- Policy promotion and lobbying
- Personal time management
- Teams and meeting management
- Negotiation and conflict management

During the 2-years duration of the programme, participants are asked to propose an individual project that should have been completed at least to a large extent, by the end of the course. This project should enhance professionalism in ophthalmology and be of specific value both for the individual, their sponsoring organization and if possible, promote ophthalmology in general at a European level in collaboration with the European Society of Ophthalmology.

Funding is provided by educational grants sponsored by the industry, covering the cost of meeting rooms, lecturers, social events etc. The individual cost for participants (e.g., hotel rooms, airfare etc.) will be covered by the individual participant or the national society that nominated the participant. ■