

Report on M.AVATAR Program in Barletta - September 18-21, 2023

Introduction: The M.AVATAR (Musculoskeletal AVATAR) program conducted in Barletta from September 18th to 21st, 2023, was an outstanding professional learning experience that left a profound impact on all participants. This report aims to provide an overview of the program and its key highlights, emphasizing the significance of both technical and soft skills development.

Gratitude and Acknowledgments: Participants in the M.AVATAR program began by expressing their heartfelt gratitude for the exceptional learning program provided. They lauded the program's comprehensiveness and well-structured content. The warm, open, safe and interactive atmosphere created during the program made it a unique and enriching experience.

Special acknowledgments were extended to Dr. Mario Maas, Dr. Giuseppe Guglielmi, Dr. Apostolos Karantanas, Dr. Stefania Fantinelli, Dr. Filippo Del Grande, Dr. Franz Kainberger, Dr. Joseph Kramer, Dr. Raffaele Di Fuccio, and the entire program team for their invaluable contributions. The participants emphasized that these individuals were not just mentors but had become friends through the program.

Additionally, the meticulous organization of the trip received praise, with thanks extended to the ESSR for their innovative initiative and Anna Lenhart for her support in arranging accommodations. Dr. Guglielmi's efforts in meal arrangements, transportation, and overall hospitality in Barletta were also acknowledged.

Key Learning Highlights: The M.AVATAR program focused on several critical aspects of professional development.

0. Connection: the first day was focused on connection and team building, within the students and between students and teachers. This was thought a major contributor to the rest of the week. Setting stage, crucial.

1. Soft Skills Emphasis: On the second day of training, the program highlighted the importance of soft skills. Dr. Stefania Fantinelli, a work and organizational psychologist, conducted a session on Emotional Intelligence (EI). Participants took a psychometric test to assess their EI, recognizing its significance in self-awareness, emotional self-regulation, empathy, motivation, and social skills. The scientific literature confirmed that EI is a key component of effective leadership and professional growth. Radiologists learned how to manage stress, build resilience, and foster positive relationships with colleagues, ultimately enhancing patient care and satisfaction.

2. Adaptability through LEGO SERIOUS PLAY: Another crucial aspect of the program was adaptability in the healthcare workplace. To address this, the LEGO

SERIOUS PLAY (LSP) method was implemented as a facilitation technique. LSP encouraged concrete thinking, making communication among participants more accessible and immediate. This approach utilized 3D models and metaphorical language to deepen content and meaning. The focus was on enhancing adaptability and flexibility, vital soft skills in the ever-evolving healthcare landscape. Participants gained self-awareness of their personal resources, enabling them to respond successfully to unexpected situations.

3. Diplomacy and International Engagement: In a unique addition to the program, two young students, Giulia and Diletta, shared their experience as a diplomat representing Madagascar in the World Health Assembly. They highlighted the significance of diplomacy, empathy, and cooperation in achieving common goals. Giulia and Diletta emphasized that investing in training initiatives for young people is essential for societal progress.

Conclusion: The M.AVATAR program in Barletta, held from September 18th to 21st, 2023, was a resounding success. Participants expressed their profound gratitude for the enriching learning experience and praised the program's comprehensive content and warm atmosphere. The focus on soft skills development, adaptability through the LEGO SERIOUS PLAY method, and the insights from Giulia and Diletta's diplomatic experience added immense value to the program.

The program not only enriched the technical skills of radiologists but also emphasized the importance of emotional intelligence, adaptability, and diplomacy in their professional development. It is clear that initiatives like M.AVATAR play a crucial role in nurturing future leaders in the field of MSK Radiology and beyond, encouraging personal growth and a commitment to improving patient care and societal well-being.

The faculty of M.AVATAR greatly acknowledges the support from ESSR Excom for the opportunity to pilot a novel way of building the society and invest in the young. A special thanks to Klaus Wortler and Filip van Hoenacker who supported the start. The faculty is aware that this pilot stage is finished. The faculty is more than happy to interact with the Excom on the next phase of this highly successful pilot, in which number of participants, level of experience of participants, faculty team are needed to focus on. The ESSR can be proud of this new teaching initiative. Let's move it forward.