



Dan Shapiro, PhD
Director of the Chartis Center
for Burnout Solutions

Dan Shapiro, PhD, is the Director of the Chartis Center for Burnout Solutions, where he and his team assist leaders of multi-hospital systems with efforts to reduce burnout and the turnover of high-value physicians, nurses, Advanced Practice Providers, and other staff. Dan is an author and frequent contributor to thought leadership in the physician burnout space including the New York Times, Proceedings of the National Academies of Science, the New England Journal of Medicine, JAMA, Academic Medicine, and NPR's All Things Considered.



Steve Mrozowski, CPPS, FACHE
Vice President of Patient Safety & External
Peer Review

Steve is the Vice President of Patient Safety & External Peer Review with Chartis. He brings more than 25 years of healthcare experience in emergency medical services, quality, safety, and high reliability organizing principles.

Greeley has confirmed that none of the faculty/presenters or contributors has any relevant financial relationships to disclose related to the content of this educational activity.

COURSE DESCRIPTION

Enhancing workforce retention, promoting wellbeing, reducing turnover, and preventing burnout are key priorities for all leaders. The stability and overall health of the workforce play a crucial role in determining an organization's success in achieving its mission, vision, and strategic goals. This three-day seminar focuses on identifying the main factors contributing to burnout among physicians (by specialty), nurses, APPs, and other healthcare professionals. It provides a structured approach to initiating positive changes, offering tailored insights for different specialties such as neurosurgeons, nurses, and environmental service workers. Through proven action planning strategies, practical tips, and interactive sessions, participants are equipped with the necessary tools to make a meaningful impact.

PROGRAM GOAL

To provide current and developing leaders with new knowledge and skills to improve burnout and distress to meet strategic objectives.

LEARNING OBJECTIVES

Upon completion of this program, participants should be able to:

- Identify a structured approach for identifying groups of employees vulnerable to turnover.
- Describe insight into the primary concerns and challenges specific to job families and medical specialties.
- Describe techniques for fostering leadership alignment.
- Identify awareness of common pitfalls and how to navigate them. Understand ambulatory networks in the scheme of hospital governance.
- Describe an organizational alignment and accountability model structure to implement improvement activities.
- Describe the relationship between the 5 high reliability principles and successful action planning.

AGENDA

Cracking the Burnout Code | 3 Day National Agenda

Lake Buena Vista, FL | December 4-6, 2025

DAY 1 - DECEMBER 4, 2025

7:00 – 8:00 AM Breakfast

8:00 – 10:00 AM Understanding Burnout: From individual to systems, definitions, impact and cost

10:00 – 10:15 AM Break

10:15 – 12:15 PM A holistic system that finds what matters: Maslow's Hierarchy applied to health professional wellbeing

12:15 – 1:15 PM Lunch

DAY 2 - DECEMBER 5, 2025

7:00 – 8:00 AM Breakfast

8:00 – 10:00 AM Respect, Appreciate, and Joy in Medicine

10:00 – 10:15 AM Break

10:15 – 12:15 PM Safety Alignment, surfacing data to the right individuals, leader to work connections

12:15 – 1:15 PM Lunch

DAY 3 - DECEMBER 6, 2025

7:00 – 8:00 AM Breakfast

8:00 – 10:00 AM High reliability framework

10:00 – 10:15 AM Break

10:15 – 12:00 PM Putting it together: interactive case studies