

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 TOPICS

Cracking the Burnout Code | Agenda Topics

Understanding Burnout: From individual to systems, definitions, impact and cost

A holistic system that finds what matters: Maslow's Hierarchy applied to health professional wellbeing

Respect, Appreciate, and Joy in Medicine

Safety Alignment, surfacing data to the right individuals, leader to work connections

High reliability framework

Putting it together: interactive case studies