

# THE WELLBEING COLLABORATIVE

*of Arizona Health Professionals*

## March 2024

With Spring starting this month, we want the focus this newsletter on highlighting some of the ways that The Wellbeing Collaborative is springing into action! Yes, that is a play on words and yes we have some wonderful action-oriented items that we cannot wait to share with you!

## NAM Change Maker

The Wellbeing Collaborative of Arizona Health Professionals is proud to be one of the inaugural members of the **National Academy of Medicine (NAM) Change Makers** group, which is committed to promoting well-being as a long-term value in institutions.

The NAM reports that up to:

- 54% of nurses and physicians
- 60% of medical students and residents
- 75% of pharmacists experience

experience burnout symptoms such as high emotional exhaustion, depersonalization, and low sense of personal accomplishment at work

This loss of well-being has contributed to the alarming rate of nurses, physicians, and public health workers leaving their professions.

**JOIN**

**We encourage you to support health worker well-being by becoming a NAM Change Maker.**

The Change Maker Campaign is open to all organizations willing to join this movement. By institutionalizing well-being as a long-term value, Change Makers will help identify common obstacles and achievements, measure impact, and inspire support for health worker well-being across the country.

**Join the Wellbeing Collaborative of Arizona Health Professionals and become a NAM Change Maker, along with 250 other organizations, by visiting [nam.edu/ChangeMaker](https://nam.edu/ChangeMaker).**



Let's celebrate the first Health Workforce Well-Being Day of Awareness on March 18 together!

## Story Circle

We're thrilled to **invite all members** of our Wellbeing Collaborative to our upcoming **Story Circles**, a series of *engaging 1.5 hour digital sessions* designed to foster **connection, collaboration, and inspiration**.

These gatherings are a unique opportunity share experiences, insights, and stories that can powerfully **inform and guide our strategic initiatives**. It's not just about sharing; *it's about co-creating a rich tapestry of narratives that will empower our leaders and enrich our collective mission.*

Join us to contribute, connect, and co-create in a space where every voice is valued and every story matters.

**Thursday 3/28 11:30am-1:00pm**

**Tuesday 4/2 12:00pm-1:30pm**

**Friday 4/19 1:00pm-2:30pm**

**REGISTER NOW**

# STRATEGIC INITIATIVE UPDATE

## Transforming workforce development and sustainability

The Transforming Workforce Development & Sustainability Strategic Initiative has been collaborating with **Dr. Stephen Swensen** to bring to life the "**Leading with Kindness**" leadership program.

This **unique** and **bespoke program** aims to *build a network of Arizona health leaders proficient in enhancing staff wellbeing and reducing burnout* and is set to launch this year with a cohort set of participants from within the Wellbeing Collaborative.



In collaboration with  
Dr. Stephen Swensen

## Goal & Objectives

- **Create** a committed network of Arizona health leaders who are proficient in two of the most effective actions to cultivate staff wellbeing and reduce burnout
- **Improve** staff wellbeing of each work unit engaged by attendees
- **Advance** Leadership Development of attendees and Organization Development and their organizations
- **Develop** leader skills of participative management and collaborative action planning that engender social, mental, and physical staff wellbeing

## Five Leader Kindness Behaviors



### INCLUDE

Nurture a culture where all are welcome and psychologically safe



### INFORM

Transparently share what you know with the team



### INQUIRE

Consistently solicit input and ideas from coworkers



### DEVELOP

Support development, wellbeing, career aspirations of each member



### RECOGNIZE

Express appreciation & gratitude in a meaningful way to colleagues

## Collaborative Learning & Leadership Development Model



### ACTION LEARNING DESIGN

Learn and develop while doing important work that needs to be done



### LISTEN-SORT-EMPOWER

A simple and effective team-based problem-solving system that improves working conditions and staff wellbeing



### Mini Z General Survey

Confidential Mini Z General Survey of all work units involved (Baseline and Completion)

Stay tuned as we share more!