

THE WELLBEING COLLABORATIVE

of Arizona Health Professionals

May 2024

Welcome to May, a month full of blooming possibilities and vibrant growth both in nature and in our endeavors! In this newsletter, we want to share a few golden nuggets as well as opportunities for continued engagement with the Collaborative!

Leading with Kindness

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.



This month, invitations have gone out to a diverse representation of participants within the Collaborative to participate in the beta launch of this program starting Fall 2024.



We are so excited and will keep everyone informed as things progress!

Monthly Story Circles

Thank you to everyone that signed up for and attended the Story Circle session in March and April! They were such a positive and engaging experience. And....we have decided to continue them!

We will be hosting a monthly story circle session the last week of each month. If your schedule allows it, we invite you to join us to connect with other health professionals across Arizona and share your stories of wellbeing!

The next upcoming Monthly Story Circle sessions are:

Wed 5/29 12:00pm-1:00pm

[CLICK HERE](#)

Thur 6/27 12pm-1:00pm

[CLICK HERE](#)

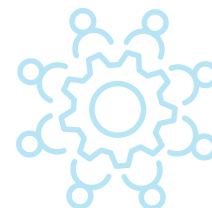
Telementoring Program for Psychiatric Medical Practitioners in Northern Arizona

CHECK IT OUT
↓

Using what they have learned in the Wellbeing Collaborative, The NARBHA Institute's Alliance Behavioral Health ACO in partnership with BCBSAZ Health Choice recently began a weekly **"community of practice"** for northern Arizona psychiatric practitioners who are wanting to uplevel their understanding and care in a safe, supportive, collaborative mentorship program.

Each week, they present didactics and cases, from both a systems perspective and an individual practitioner perspective, on topics like:

- secrets of the AZ Medicaid system
- setting up your office/zoom for safety
- competency and connection
- psychopharmacology
- having difficult conversations
- burn out prevention
- practice efficiency



They are excited to transform the culture of behavioral health work, so that a psychiatric career is professionally fulfilling, and so their patient population gets the excellent care they deserve!

Help us in congratulating them in this innovative & collaborative work!



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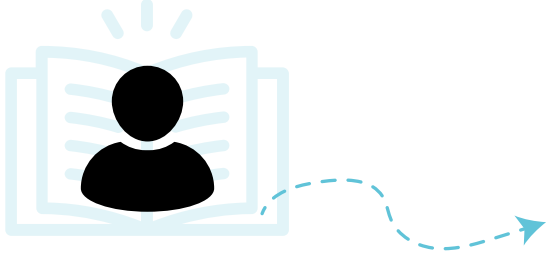
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STORY HIGHLIGHT

MAELINN'S WELLBEING STORY



Maelinn is a Government Affairs Associate with a health organization in Arizona. They are an active member of the Collaborative and passionate about prioritizing wellbeing for health professionals.

My Supervisor Did Not Support Me.

So there I was, doing weekly therapy sessions in my private office during my unpaid lunch period.

My supervisor, *let's call him Patrick*, noticed me doing so and decided to have a conversation with me about it. Calling me into this office, Patrick said **"you should have talked to me before taking those meetings during lunch."**

As I tried to apologize saying that I didn't know he had to be aware of what I was doing, he abruptly cut me off and said "I need to know what you are doing at all times when you are at work."

This apparently meant my lunch period as well - I should note I am not paid for my lunch period.

Patrick proceeded to tell me that it was okay to take therapy during my lunch, but *I had to let him or my other supervisor know beforehand*. When I had noted my ignorance of the rules, **he immediately got defensive** which hurt my feelings honestly.

I wish he handled things differently. But... I honored his wishes and chose to not take therapy during my lunch time at work because **I did not feel safe in doing so**, nor did I want him to be aware of my personal life in that way.

I learned that his seemingly micro-managing attitude was **not something I looked for in a manager**, nor was it an environment I wanted to be in. So, when I was looking for a different job, I looked for an organization whose values matched my own. An organization who showed me through their actions, initiatives, and leaders that wellbeing is important; meaning a work life balance and taking care of my physical and mental health.

You might be wondering if I ever found such an organization and I am happy to say that **I DID!** I found that an organization whose values matched my own and who prioritized wellbeing and I moved on from that original job and from Patrick.

I believe that leaders really have the ability and capability to set values and the tone for wellbeing for their organization. And my hope that is as leaders read this story, they are inspired and encouraged to use their roles and platforms to do that.

And if they are not sure how, **to turn to the Wellbeing Collaborative for support in doing that.**

Join our upcoming Monthly Story Circle to connect with others and share your story of wellbeing!

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