

# THE WELLBEING COLLABORATIVE

of Arizona Health Professionals

## August 2024

Welcome to the August 2024 edition of our newsletter! This month, we reflect on the transformative impact of our recent strategic retreat and highlight the shared vision and collaborative efforts driving the future of Arizona's healthcare ecosystem.

## Overview of the July Strategic Retreat

The Wellbeing Collaborative convened on July 19, 2024 in Flagstaff, Arizona for a strategic retreat, gathering Steering Council members and Strategic Advisors to reflect on past achievements, assess ongoing initiatives, and chart a vision and path to enhance wellbeing in Arizona's healthcare ecosystem.

### Goals and Objectives



#### Vision & Purpose

Collectively build a vision to inspire and drive the work of the Collaborative.



#### Strategic Impact & Initiatives

Strategically plan the impact of the 4 strategic initiatives.



#### Summit 2025

Design the blueprint for a Spring 2025 Summit.

### Major Accomplishments

The group took a moment to celebrate the accomplishments and impact it has had thus far. Accomplishments such as hosting a successful summit in 2023, which united leaders and resulted in commitments to wellbeing, championing Health Workforce Wellbeing Day on March 18, 2024, and developing 4 strategic initiatives each with their own body of work focused on different facets of wellbeing.

### Common Purpose

While this group of Steering Council Members and Strategic Advisors is a group of individuals from different organizations, titles, roles, and impact, they have identified a common purpose that passionately brings them together and encourages them to collaborate (instead of compete). Their passion is: **the workforce of the future.**

“We aren't necessarily facing a common challenge of the first year or two of the pandemic. But we do have a common challenge in the workforce of the future.”

“That workforce is not only characterized by generational differences, but by training challenges, pure numbers of people, AI, etc.”

### Vision Creation

Collectively, the group spent time designing a vision statement that can serve as the driving force and strategic path for the Collaborative. This is the vision statement that was crafted:



**The Wellbeing Collaborative is building a wellbeing-centered health ecosystem in Arizona.**

By wellbeing-centered, we mean:

- Compassion, kindness, nurturing.

By health ecosystem, we mean:

- Leadership at all levels.
- High-performing, interprofessional teams.
- Collaboration among public health, legislature, healthcare organizations, and systems.

# STORY HIGHLIGHT

## SUZANNA'S COLLABORATION STORY



Suzanna is an executive leader at a healthcare organization in Arizona. She is a strong advocate for the power of collaboration in transforming healthcare.

### The Power of Collaboration

A few months ago, our healthcare system was facing significant challenges. Patient care was suffering due to fragmented communication and isolated efforts among our departments. As someone in a leadership position, I saw the detrimental impact on both staff morale and patient outcomes and left so helpless. **We needed a change, but I wasn't sure where to start.**

In a pivotal meeting with our executive team, I stood up and said “*we have do try to do something different*” and suggested that we bring in a collaboration expert to help us implement a comprehensive collaboration initiative. At first, there was skepticism. **Could simply working together really make a significant difference?** Nevertheless, I was committed to trying anything to improve our situation and the rest of the team was open to trying it.

The initiative wasn't just about new processes; it was about **fostering a culture of trust and openness**. the collaboration expert we brought in, Tanya, helped us organize cross-departmental meetings and workshops focused on shared goals and mutual support. **One memorable moment** during these sessions was when Dr. Lee, a leading surgeon, shared a heartfelt story of a recent case that was saved thanks to the quick coordination between his team and the emergency department.

He said, “*Without the swift and coordinated effort, we might not have saved that patient. It was a true testament to what we can achieve when we work as one team.*”

This story resonated deeply with me and every else in that session. It highlighted the tangible impact of our collaborative efforts and ignited a sense of unity and purpose within our teams. Barriers between departments began to dissolve, and a new culture of collective responsibility began to take root.

**The changes have been profound.** Regular interdisciplinary meetings have become the norm, where every voice was valued, and innovative solutions are born. The atmosphere has shifted dramatically—stress levels decreased, job satisfaction improved, and most importantly, patient care has been impacted. Our patients noticed the difference too, often remarking on the seamless and compassionate care they received.

**This journey has profoundly changed my perspective.** I've changed from being a leader that thinks they have to do it all on their own, to becoming a leader that understanding that the best solutions come from diverse people working in harmony. I now go to work each day inspired by the power of collaboration, knowing that **together, we can overcome any challenge.**