



The Wellbeing Collaborative of AZ  
Health Professionals

The NARBHA Institute

# Leader RoundTable



Led by Dr. Stephen Swensen, Transformational Fellow, The NARBHA Institute Senior Fellow, Institute for Healthcare Improvement

## RoundTable Mission

To support, energize, and develop people-centered organizational health leaders and nurture a sustainable collaborative learning community of Arizona wellbeing champions.

## What it is..



The Leader RoundTable is a highly curated, yearlong experience for 8–10 Arizona leaders responsible for staff wellbeing across healthcare systems, public health, academia, and related organizations.

## Who Should Apply



**Current and emerging leaders** who::

- Are responsible for **workforce wellbeing, culture, or people strategy** (including HR, People Ops, or related roles)
- Have **organizational support** for participation
- Are committed to **designing and implementing** a meaningful workforce wellbeing project
- Can attend both **in-person sessions** and at least **7 of 9 virtual sessions**

## Program Structure

### In-Person Kickoff

Meet your cohort, learn from Dr. Swensen, set aspirations for the year.

### Attend 7 of 9 Virtual Monthly Sessions

Confidential discussions, short presentations, and dialogue sparked by topics

### Optional Mentor

Monthly one-on-one conversations with mentor (if opt in)

### In-Person Conclusion

Share progress, reflect on your growth, and deepen connections.

## What You'll Work On

Each member will design and implement a meaningful wellbeing project within their organization, with mentorship throughout the duration of the program.

## How to Apply

Complete and submit your application and letter of organizational support by [insert due date]. Space is limited to 8–10 participants.

Join us to shape a more compassionate, resilient, and people-centered future for Arizona's health workforce.

# RoundTable

## Dialogue Topics & Questions

### ORGANIZATIONAL GENEROSITY

- How can you minimize judgmental approaches?
- How does Servant Leadership support Organizational Generosity?

### MEANING & PURPOSE

- What brings you joy in work (i.e. – a deep, enduring state of intrinsic well-being, gratitude, and contentment tied to a sense of purpose)?
- What are the ten most meaningful elements of your work/personal life?

### LISTEN SORT EMPOWER

- What does your best day look like? How can you have more of them?
- What are the pebbles in your/co-workers' shoes?

### LEADER BEHAVIORS

- What are characteristics of the best leaders? What are their behaviors?

### AGENCY

- What do you/co-workers have control over in work life?
- How could you make your workplace more agentive?

### VALUES ALIGNMENT

- How aligned are your/co-workers' values with those of your organization?

### SELF-VALUATION

- How could you become a better self-valuation role model (Growth mindset for errors with prioritized selfcare and work-life integration)?

### SAFE HAVENS

- Describe your organizational safe havens for colleagues experiencing burnout, compassion fatigue, or moral injury.

### GRATITUDE

- What are you most grateful for at work?
- How could you create a culture of gratitude in your workplace?

### COMMENSALITY

- When and how do you share a meal and conversation with co-workers?

### PARTICIPATIVE MANAGEMENT

- How are work decisions that affect you/colleagues made collectively?

### INTRINSIC MOTIVATION

- Are your compensation and appreciation practices and systems fully grounded in the science of intrinsic motivation?

### SOCIAL CONNECTEDNESS

- Who are your ~5 Confidants and ~15 Close Friends?
- How many of your Confidants and Close Friends are work colleagues?

#### Primary Reference Books

- *Creating a People-Centered Organization* by Swensen and Shanafelt (available May 2026)- each participant will receive a copy