

FROM ME TO US

A LEADER'S JOURNEY TO BUILDING
INSTITUTIONAL WELL-BEING THROUGH
PARTNERSHIP

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WE WILL DISCUSS:

- Insights from One Institution's Journey
 - Sharing experiences and lessons learned
- Importance of Institutional Wellbeing
 - Highlighting its significance for overall success
- Challenges Impacting Institutional Well-being
 - Identifying and understanding key challenges
- Leadership Strategies
 - Leveraging partnerships to foster wellbeing
 - Implementing effective leadership approaches



DIMENSIONS OF WELL- BEING



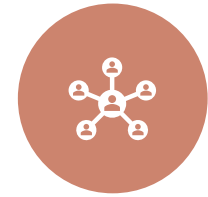
PHYSICAL



EMOTIONAL



SPIRITUAL



SOCIAL



INTELLECTUAL



OCCUPATIONAL



FINANCIAL



ENVIRONMENTAL

Professional characteristics and mindset of the 3 eras of physician well-being

Era of distress



- Deity-like qualities
- Perfection
- No limits on work
- Self-care
- Isolation
- Performance

Well-being 1.0



- Hero-like qualities
- Wellness
- Work-life balance
- Resilience
- Connection
- Frustration

Well-being 2.0



- Human qualities
- Vulnerability & growth mindset
- Work-life integration
- Self-compassion
- Community
- Meaning and purpose

Organizational characteristics and mindset of the 3 eras of physician well-being

Era of distress



- Lack of awareness
- Focus on institutional needs
- Rigid environment
- Individual
- Ignore distress
- Unfettered autonomy
- Neglect
- Ignorance of economic impact
- Physicians & administrators function independently

Well-being 1.0



- Awareness
- Focus on patient needs
- Choice
- Team
- Treat distress
- Carrots and sticks
- Blame individuals
- Return on investment
- Adversarial relationship between physicians and administrators

Well-being 2.0



- Action
- Focus on needs of people
- Flexibility
- System
- Prevent distress & cultivate professional fulfillment
- Aligned autonomy
- Shared responsibility
- Value on investment
- Physician and administrator collaboration



CHALLENGES

- Resistance to Change
- Skepticism & Buy-in
- Strategic Misalignment
- Stigma & Perception
- Resource Constraints
- Workforce & Workflow Demands
- Metrics & Sustainability
- Collaboration & Integration

MAPPING LEADERSHIP STRATEGIES TO INSTITUTIONAL WELL-BEING CHALLENGES

Challenges	Leadership Strategies
Resistance to Change	Align Values & Build a Culture of Wellness
Skepticism and Lack of Buy-in	Establish Trust & Psychological Safety
Strategic Misalignment	Map Goals to Well-being Initiatives
Stigma & Perception	Normalize conversations & Foster Feedback
Resource Constraints	Drive Organizational Change Through Business Case Integration
Workforce & Workflow Demands	Optimize Workflows & Identify Flexibility
Measuring Impact	Develop Metrics & Data-Driven approach
Accessibility & Inclusion	Develop Leadership Capacity Across All Levels
Collaboration & Integration	Establish Trust & Psychological Safety
Sustainability	Recognize and Celebrate Participation and Successes

BUILDING EFFECTIVE PARTNERSHIPS

- Shared Vision and Aligned Goals
- Mutual Trust
- Win-Win
- Clear Communication and Feedback
- Defined Roles
- Resource Sharing
- Transparency & Accountability
- Data-Driven Strategies
- Recognition & Celebration





KEY LEADERSHIP COMPETENCIES

- Emotional Intelligence & Self-Awareness
- Trust-building & Psychological Safety
- Communication and Feedback
- Strategic Thinking & Change Management
- Workforce Engagement & Team Empowerment
- Systems Thinking & Organizational Development
- Business & Finance
- Adaptive Leadership

LEADERSHIP ROADMAP

Assess

- Evaluate current institutional well-being
- Identify gaps

Engage

- Involve key stakeholders
- Create cross-disciplinary committees

Plan

- Develop targeted strategies
- Align with institutional goals

Implement

- Launch initiatives and provide training

Evaluate

- Monitor progress and adjust tactics



LESSONS LEARNED AND BEST PRACTICES

Leadership Commitment Drives Success

Cultural Change Takes Time

Clear Goals & Resource Alignment Matter

Effective Communication is Key

Measure & Ensure Accountability

Accessibility & Inclusion Enhances Engagement

Partnerships Strengthens Impact

Normalize Mental Health Support

Adaptability & Flexibility Fuels Sustainability

Recognition & Support Boost Engagement

Well-being is a Strategic Asset