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**CLINICIAN WORKSHOPS**

**Spring 2023**

Lumunoswellbeing’ workshops are designed to support clinicians in meeting the demands of modern health care. Our workshops are built around our daily experience working with physicians, nurses, APPs and clinical leaders across the country. These meetings are designed to be efficient, effective and interactive, with topics that directly address the biggest challenges clinicians face daily. Many hospitals choose to offer these for Continuing Education credit.

Our workshops are led by a seasoned facilitator with 15 years of experience leading clinician groups. Workshops are available via videoconference or in-person. Topics can be combined or modified to meet your specific needs.

* **COVID FATIGUE, GENERAL RESILIENCE, AND WELL-BEING**

***What to Do with Your COVID Anger and Empathy Fatigue***

**Description:** A new phrase has unfortunately been added to our lexicon: “COVID Anger.” COVID has had a major impact on clinicians’ work and home life, and the idea that this latest surge was preventable is a bitter pill. Many clinicians are extremely frustrated with those able but unwilling to get vaccinated. In a related way, the empathy tank is on empty. This workshop is designed to help clinicians deal with their anger constructively, in terms of both patient interaction and their personal well-being.

***Control: What is Within Your Control and What Isn’t (and Why it Matters)?***

**Description:** Loss of autonomy is one of the key drivers of clinician burnout.The way health care is delivered is not going to change in the near term, so it is critical that clinicians are self-aware around what they control and what is out of their control. Paradoxically, having a better understanding of this challenge leads to greater autonomy and wiser use of physical and emotional energy.

***Running the Medicine Marathon***

**Description:** Practicing medicine is often a daily marathon (that includes many sprints).  Successful clinicians have developed tools and resources that enable them to weather the hardest days. This session will provide evidence-based resiliency tools that are pragmatic and readily adopted for the marathon ahead of us.

***Peer Support***

**Description**: The latest clinician well-being research demonstrates that peer support is one of the essential tools in the resiliency toolbox. But it isn’t easy to develop or sustain for busy clinicians with work and home demands. This session will cover why peer support matters, the different forms it can take, and how to sustain it. Methods will be demonstrated in real time that can be replicated with the colleagues and teams that clinicians work with every day.

***Rest***

**Description:** Rest is often as see as an aspirational idea by many clinicians. The basics of individual renewal include things like sleep, days off, exercise, “technology Sabbaths.” While the benefit of these basics is well known, clinicians often need practical strategies to make sure they happen. This workshop provides tools for self-care and renewal, based on the latest research.

***Meaning, Purpose, and Reconnecting with Your ‘Why’***

**Description:** Research from the Mayo Clinic, Gallup, Simon Sinek, and others firmly demonstrates that connecting to the meaning and purpose of work increases well-being, and guards against burnout. In this session we present the evidence, and then demonstrate in an interactive way how clinicians can reconnect with the meaning they find in medicine.

***Atomic Habits***

**Description:** Drawing on the work of James Clear and others, this workshop provides a model and tools to develop good mental habits, and get rid of poor ones. The ideas of these leading thinkers are help clinicians build resilience through tools that can be implemented at work or home.

* **LEADERSHIP**

***Leading in Times of Change***

**Description:** Leading in healthcare during a pandemic requires an understanding and toolkit for dealing with change. This workshop includes models and paradigms for leading in times of change, including the change management and leadership work of William Bridges (*Managing Transitions*), John Kotter, Brené Brown and others.

***Building a Culture of Trust on the Team***

**Description:** Stephen Covey famously said that there is “nothing faster than the speed of trust.” When the level of trust is high, small things remain small. When the trust level is low, small issues become time-consuming culture killers. Everyone knows that trust is important for a healthy team culture, but how do you build it? This session provides practical ideas for increasing the level of trust amongst leadership and team.

***Crucial Conversations***

**Description:** A**“**crucial conversation” is a discussion between two or more people where “the stakes are high, opinions vary, and emotions run strong.”  In other words, the kind of interactions clinician leaders have all the time.  This workshop is an interactive introduction to the crucial conversations model of interaction, as well as other conflict management strategies.

***The Unique Challenges of Being a Clinician Leader***

***Description:*** Being aclinicianleader has been described as walking around with two targets on your back: one for your fellow clinicians, the other for your fellow administrators. At the same time, good leadership in this role has a powerful impact on the engagement and resilience of members of the team. In this session we cover strategies for thriving in this unique and critical role.

***Evocative Leadership***

**Description:** A great leader cares about the growth and development of the people on his/her teams. Leaders who evoke the best from their colleagues are repaid when their team members reciprocate engagement and renewed passion in the work. This workshop provides tools and strategies for evoking and supporting the calling of members of the team.

***Vision, Planning and Purpose***

**Description:** Many clinician leaders are not trained in leading team processes around creating vision and strategy. This workshop addresses that need by providing tools and resources for leaders who wish to deepen team engagement by involving team members in planning, vision, and strategy.

***Clinician Leader, Know Thyself: Self-Awareness and Emotional Intelligence for Clinician Leaders***

**Description:** Knowing and understanding how you are wired, where your blind spots are, and what kind of situations trigger you is a critical skill for leaders. Self-awareness helps one lead from strength, compensate for weaknesses, and create better culture on the team. This session includes discussion of tools to help clinician leaders raise their self-awareness and emotional intelligence.

* **WORK-HOME INTEGRATION**

***Work-Home Integration***

**Description:**  There is really no such thing as work-home 'balance' for clinicians--the nature of the work makes the notion elusive to say the least.  But integrating the two is possible and is ultimately pivotal to a fulfilled life for most people.  In this workshop, we talk about how to transition from clinic to home; how to use compartmentalization to your advantage; how to be as present as possible in each of the two spheres of life; and how to recognize and make corrections when you are seriously out of balance.

***When the White Coat Comes Off:  The Identity of the Physician***

**Description:**  Being a physician can consume one's identity.  Physicians who thrive long term are ones who have other roles and interests that form their identity. Putting those different roles together can be difficult, especially in the first years of practice. This workshop provides the opportunity for self awareness and strategies for developing an identity beyond the physician role. Ideal for physicians nearing retirement, as well as younger physicians just getting started.

* **PROFESSIONAL ISSUES**

***Old, Young, and In-Between Clinicians: Generational Differences in the Practice of Medicine***

**Description**: As in any workplace, whether you are an older clinician, a young clinician, or somewhere in-between, you encounter generational differences that can be challenging. In this workshop, we discuss some of the stereotypes and how to bridge the generational gap in medicine.

***Dealing with Death, Poor Outcomes, and Delivering Bad News***

**Description:** These experiences can be excruciatingly difficult and leave negative impacts that persist for years. In this workshop we discuss best strategies for having these conversations, and how to process and let go of these challenging events.

***Time Management Strategies for Busy Clinician****s*

**Description:** Given the importance and personal impact of their work, it can be extremely challenging for many clinicians to manage their commitments. In this session, we discuss how to prioritize, delegate, and say ‘no’ to make time for important priorities in your professional and personal life. Resources include Stephen Covey’s *Time Management Matrix* and James Clear’s *Atomic Habits*.

***Compassion for the Patient and Clinician***

**Description**: There is solid evidence that compassion is not only good for patient care, it is also good for the clinician as well. This workshop will help clinicians implement compassionate care with patients, and also how to recognize and address compassion fatigue in themselves.

***The Imposter Syndrome***

**Description:** Most clinicians experience some version of the imposter syndrome. In a related way, perfectionism also increases the likelihood of burnout. In this workshop, we unpack the Imposter Syndrome and give tools to address it.

**Costs**

$500 for one session (1-1.5 hrs.) + travel

$900 for two sessions

$1200 for three sessions

**Larger Program Options**

Along with any of the individual sessions listed above, Lumunos can package clinician resiliency programs in a variety of ways. Elements of a typical program include, but are not limited to:

* Monthly peer support meetings for clinicians;
* Leading or coaching a Well-Being Committee;
* Weekly resiliency messages delivered in a variety of formats;
* Leading or Coaching for Clinician leaders;
* Individual coaching of clinicians;
* Resiliency, team building or strategy work with Service Lines or Outpatient practices.

**Costs:** $15,000-$25,000 for full program