



Leadership Role in Assuring the Health of Our Workforce

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Disclosure

The program chair and presenters for this continuing education activity have reported no relevant financial relationships.



STRESS COSTS ORGANIZATIONS
\$300 BILLION
IN LOST PRODUCTIVITY + MEDICAL
COSTS EVERY YEAR

The American Institute of Stress
<https://www.stress.org/workplace-stress>



Employee Stress



- Change - the new normal
- Information overload
- Workload
- Fear
- 24/7
- Boredom
- Excessive collaboration
- Life issues/stressors
- Other:
 - Job security/poor managers/environment



Resilience Ahhhh..... Balance



Healthy Work Environment

It's gotten to the point where I am working here to pay for the prescriptions I now require to cope with working here.

your eCards
someecards.com



- ❖ Interviews – creating expectations
- ❖ Purpose to our work
- ❖ What's in your control to manage?
 - Leverage resources
 - Help with change
 - It's not all about work



You can't pour from an empty cup - *take care of yourself first*



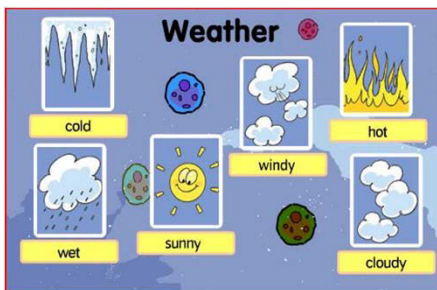
Environmental Scanning and Strategic Thinking

Mike Sanborn, MS, FASHP, FACHE

Chief Executive Officer



Work the Plan and Monitor the Weather



Weather that I monitor...



Strategic Thinking (The Plan)

This



Not this



Polling Question



Are you a strategic thinker?

- A. Yes
- B. No
- C. Sometimes
- D. I am, but have to work at it
- E. Not sure



Are You a Strategic Thinker?

Mike Sanborn

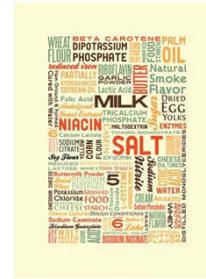
Achiever
Learner
Analytical
Strategic
Command

- ❖ Tools to help you determine this answer
 - Value in introspection
- ❖ Four Ways to Improve Your Strategic Thinking Skills
 1. Observe/Seek Trends
 2. Ask tough questions
 3. Sequence your thoughts
 4. Thinking time and Conflict

-Adapted from HBR Review, 12-27-2016



Ingredients for Success



- ❖ Always pick good bosses (and mentors)
- ❖ Understand yourself and be introspective
- ❖ “What is the most important thing for me to do right now?”
 - Think long-term as if it were short-term
- ❖ Develop and elevate the team
- ❖ Maintain a reputation for reliability and high performance



Work the Plan and Monitor the Weather

