



## 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*



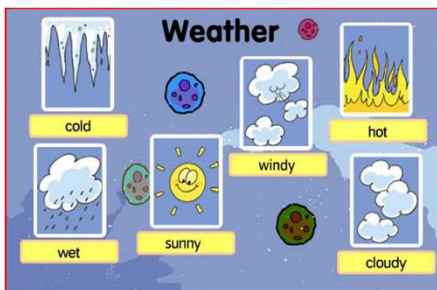
### Environmental Scanning and Strategic Thinking

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

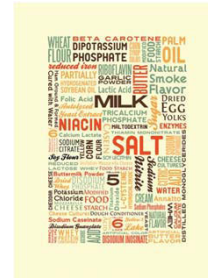
Achiever  
Learner  
Analytical  
Strategic  
Command

- ❖ 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

