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- **Who leads this program?**
 - This program is led by the Clinician Experience OR PMG team: Tricia James MD, Karina Squire DNP, Alice Nayak MD, Laura Chun MPM. Alumni from prior cohorts also participate in coaching, teaching and mentoring during the program.
 - **How many participants will there be?**
 - CWC Cohort 2 is accepting a maximum of 30 participants of which at least 10 seats are designated for OR PMG participants and the remaining seats can include leaders, clinicians affiliated with Providence or non-Oregon Providence clinicians.
 - **What if I don't get into this cohort?**
 - If you don't get into this cohort, Cohort 3 is slated for Aug 2027 – Nov 2028.
 - **Is this training only for clinicians? What about teams and leaders?**
 - This training is designed primarily for clinicians. The concepts learned and shared are applicable across many roles and teams in the organization. Clinician leaders are invited to apply, and teams can request a [consultation](#) to see if the curriculum is right for them.
 - **Is my participation in this program on my personal time?**
 - The Kick-Off and Wrap-Up events will be full day commitments, but CME will be provided. Educational and Small Group Session times will be decided based on group availability. Intervention development and implementation may occur during business hours depending on your schedule and the needs of the leaders and teams you are partnering with.
 - **How many hours per week can I expect to spend on this work weekly?**
 - CWC participants can expect to spend an average of 2 hours per week but how the time is split up over any month is flexible outside of the curriculum time
 - **What does program participation success look like?**
 - Success looks different for everyone and we focus on what you have control over, including just showing up. You will have the opportunity to listen, learn and then implement changes within your group's control. What each group needs and wants is different. If you can create space for awareness building, discussion and possibility creation that is a success.
 - **What if I miss a small group session or educational session?**
 - We ask that CWC members commit to and attend at least 70% of virtual small group sessions and 70% of virtual educational sessions live. If you miss a session, they are all recorded and posted in the Cohort Teams channel for viewing.
 - **What if my leader cannot attend the in-person Kick-Off Event?**
 - If your leader cannot attend the in-person Kick-Off Event, they can attend one of two virtual leader orientation sessions held prior to the event. These orientation sessions will provide a high-level overview of the program and expectations for both leaders and CWC members. These virtual sessions do not replace the learning and depth of interaction offered at the in-person event.
 - **The schedule for the small group sessions and/or educational sessions conflict with my availability. What do I do?**
 - We will be choosing times that work for our team and the largest number of cohort members. We will plan 15 months in advance to allow you for ample time to adjust schedules as needed. Please look ahead on your calendar and availability to see if you can commit to the 70% live virtual attendance for these sessions. If not, this cohort period may not be for you, and you can investigate applying for the next cohort.
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- **Can I expect to have a funded wellness leadership position in the organization after this training?**
 - No, this program provides participants with leadership development growth and opportunity. Each CWC member will be asked to develop a sustainability proposal during the program process. Proposals can include funded wellness leadership requests.
 - **What does this training prepare me to do?**
 - This program develops participants to lead efforts that address workplace stressors within their spheres of personal and group control.
 - **Can my intervention group include teammates that are not clinicians?**
 - Yes, we recognize that groups are multi-disciplinary and can thrive with diverse approaches and perspectives offered by the many professional backgrounds represented in the work.
 - **I am an affiliated clinician. How can I participate in this training?**
 - Please complete the application and begin conversations with your organization's leader for funding and support. Share the CWC Program Flyer and outline with them.