

The **Clinician Wellness Council (CWC)** is a 15-month well-being leadership training program designed to empower clinicians to address workplace stressors within their sphere of control. Participants in this training are offered knowledge, coaching, mentorship, and community to creatively solve challenges that are affecting their group.

This program acknowledges that burnout is primarily driven by workplaces. However, system interventions are often challenging, with effective solutions varying significantly across specialties and groups. The CWC model empowers clinicians to effectively tackle their unique workplace stressors through grassroots efforts that are team-based.

### ***Listening, Learning & Implementing***

#### **Program objectives:**

- Measure well-being to inform an accurate current state assessment
- Provide education and support to directors and new well-being leaders
- Address stressors facing teams
- Design and implement real-time interventions and share successes amongst colleagues
- Build community and a support network
- Decrease burnout, improve job satisfaction and decrease turnover

#### **Who should enroll?**

- Clinicians interested in leading and influencing wellbeing with their colleagues and teams
- Clinicians with a desire to shift the culture they are working in, applying best practice methods and innovating possible solutions with their teams
- Clinicians eager to step on the path of personal and professional growth and cultivate an increased sense of equanimity and achievement

#### **What can I expect as a participant?**

- In-person Kick-Off and Wrap Up Events
- Virtual engagement over 15 months consisting of both educational and small group sessions and coaching
- Anticipate committing to ~2 hours of wellness work per week which includes the curriculum outline below
- Education and CME credit in purposefully selected wellness leadership topics with relevant and actionable next steps
- Community support through an established clinician network who understands the unique challenges of the medical profession, fostering a sense of belonging and mutual support

#### **What is the required leadership commitment for participation?**

- Support and partner with participants in the program by supporting active discussions naming and recognizing where there are opportunities and challenges, and soliciting discussion and supporting prioritization of well-being initiatives that are co-created
- Support schedule adjustments as needed to participate fully in the curriculum
- In-person attendance at Kick-Off and/or Wrap-Up Events strongly encouraged but not required

### What is the funding commitment?

- Please reach out to [clinicianwellnessprogram@providence.org](mailto:clinicianwellnessprogram@providence.org) to inquire about the appropriate funding model and guidelines for your participation

### What are topics are covered in the program?

- Effective Communication
- Gathering High Yield Information
- How to Facilitate Effective Meetings
- Navigating Disengagement, Helplessness and Rebuilding Trust in Teams
- Effectively Prioritizing Project Time and Energy
- Quality Improvement Work with Heart
- Change Leadership
- Authentic Leadership: Radical Responsibility and Stepping into a Genuine Way of Being
- Effective Advocacy
- Building Group Culture
- Navigating Conflict
- Formulating a Sustainability Pitch
- Appreciation and Sustaining Well-being Leadership
- Accountability: Holding Ourselves Accountable and Approaching Broken Commitments in our Teams
- Feedback and Celebration

### Cohort 2: Program Timeline

2025	Aug	<ul style="list-style-type: none"><li>• Attend CME Kick-Off</li></ul>
	Sep	<ul style="list-style-type: none"><li>• Begin and attend monthly educational and small group sessions</li></ul>
	Oct - Dec	<ul style="list-style-type: none"><li>• Recruit project team and stakeholders, contribute ideas and problem solving</li><li>• Administer baseline surveys specific to each group</li><li>• Meet with leadership to solicit their concerns, needs and input</li></ul>
2026	Jan - Sep	<ul style="list-style-type: none"><li>• Review survey data, gather info through focus groups and leadership input</li><li>• Design and implement projects to address the largest drivers of burnout within group's sphere of control</li><li>• Use PDSA cycle to make iterative adjustments</li><li>• Begin conversations with leadership about sustainability</li></ul>
	Oct	<ul style="list-style-type: none"><li>• Prepare and administer repeat survey</li><li>• Finalize sustainability plans</li></ul>
	Nov+	<ul style="list-style-type: none"><li>• Prepare and share data to inform next steps and share with executives and leaders</li><li>• Plan to attend Wrap-Up event (~Feb 2027)</li></ul>

### **Interested?**

Submit your [Application](#) and sign up to attend an **informational session**. All are at → 12:30 p.m. Pacific on:

- Monday, May 5<sup>th</sup>
- Tuesday, May 13<sup>th</sup>
- Thursday, May 22<sup>nd</sup>



Questions? [ClinicianWellnessCouncil@providence.org](mailto:ClinicianWellnessCouncil@providence.org)

Learn more at [Clinician Experience OR PMG](#).

Scan the QR code to open this site on your mobile device. For faster access, install the SharePoint mobile app on your phone from the App Store or Google Play Store.