

AHA PHYSICIAN LEADERSHIP EXPERIENCE

JANUARY 29-31, 2019 // HERMOSA INN // PARADISE VALLEY, AZ

Increasing demands on physician and administrative leaders have created an epidemic of burnout.

AHA Physician Leadership Experience helps participants create a new professional strategy to offset the demands of the 24/7/365, fast-paced and unrelenting health care environment. Participants develop a powerful new ability to create new skills, patterns and rituals that intentionally create equilibrium between the competing dimensions of their lives. Participants learn to elevate their personal leadership in every aspect of their lives, which allows them to regain control of what is foundationally core, and what truly matters most in their life and work.

The Physician Leadership Experience provides:

- Guided examination of current experience (life and work) revealing barriers, patterns and blind spots embedded in demands of work.
- Personal and professional insights informed by executive coaching team that inform authentic ways to influence an individual's future career and personal path.
- Tools to create a new foundation that facilitates greater satisfaction and life/work fulfillment.

COURSE ROAD MAP

READINESS

1

Preparation exercises, pre-course coaching session and group conference call to prepare participants and maximize experience.

3-DAY IMMERSION

2

Intensive and engaging group learning experience that guides participants through creation of a new way to lead in their lives and careers.

PRACTICAL APPLICATION

3

Real-world practice, tools and connection with fellow participants for support, encouragement and accountability.

CAPSTONE SESSION - MARCH 4, 2019

4

Two-hour video session reflecting on lessons learned along with coaching support to expand experience into life-long practice.

SIGN UP TODAY!

EARLY BIRD REGISTRATION \$3,500 THROUGH NOVEMBER 21

Registration \$5,000 AHA members.

Spots fill up fast! Visit aha.org/physicians to reserve your spot today.



*Fee covers 3 days of lodging, meals, intensive coaching and skill development. Available exclusively to individuals who join AHA Physician Alliance.



NICHOLAS BEAMON

NICHOLAS.BEAMON@ONETEAMLEADERSHIP.COM // 704-594-5180



Nicholas Beamon specializes in organizational culture building healthy and effective teams, and developing highly capable leaders. Nicholas brings 20 years of corporate banking experience to his consulting work. In his role as a senior vice president for a national bank he was responsible for strategic development, execution of major business lines, executive recruiting strategy and senior talent development.

Nicholas has a finance degree from the University of South Carolina and an MBA from the McColl School of Business at Queens University in Charlotte, NC. He is married with two sons. When he is not enjoying being immersed in his life's work, he spends a lot of his free time coaching on the baseball field.

TOM JENIKE, MD

TEJENIKE@NOVANTHEALTH.ORG // 704-384-1903



Tom Jenike, MD, is a family physician and serves as Senior Vice President and Chief Human Experience Officer for Novant Health in addition to being a member of the NHmg Executive Team.

Tom received his BA from the University of Colorado, Boulder, and his medical degree from The Ohio State University. He is a Diplomat of the American Academy of Family Physicians and an associate professor at The University of North Carolina College of Medicine.

Tom is married with two teenage children. He enjoys reading, exercising and traveling. When possible you will find him cheering on the kids' sports teams, but his favorite place to be is on the golf course with his son Jake and daughter Sophie.

TESTIMONIALS

FROM PAST PARTICIPANTS OF THE ONETEAM LEADERSHIP EXPERIENCE

"This program saved my career. But what's really important is that it saved my marriage, my relationship with my kids, and most likely MY LIFE. Thank you from the bottom of my heart." – Physical Medicine and Rehabilitation Physician

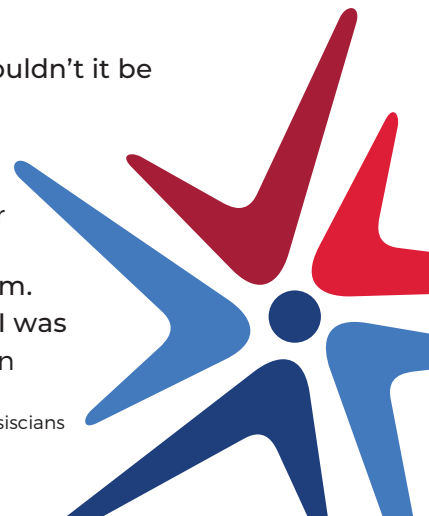
"You've invested 7-10 years of training for a career that is likely to last 40 years. Wouldn't it be worth a few more days to ensure that you enjoy it?" – Family Physician

"This program provided amazing insight to work/life balance. This is a new start for me! I have renewed faith that I can turn my life around." – Administrative Leader

"My life changed significantly since participating in the physician wellness program. Like many, I was frustrated and overwhelmed both personally and professionally. I was able to gain insight, rejuvenate, and begin to improve my future." – Family Physician



Visit www.aha.org/physicians to reserve your spot.



HOW I TACKLED BURNOUT HEAD-ON, REVERSED IT & PREVENTED IT FROM HAPPENING AGAIN

BY TOM JENIKE, M.D.

I'm a physician and the son of a physician. I went into medicine because I wanted to help people get better and stay well. Somehow along the way, I got worse.

My joy of practicing medicine had faded. I was overloaded with countless hospital initiatives and committees. I felt like I was letting down my patients, my colleagues, and my family. My most important relationships and my own sense of health and well-being were eroding. In my mind, I had become a victim of the machine of medicine, putting myself and the people in my personal life at the end of the line.

Despite this, I never entertained the idea of quitting. That is part of the dilemma of physician burnout. By and large, you don't make it through the gauntlet that is medical training by adopting a mindset of quitting. Physician burnout is a silent epidemic that poses serious challenges to patient health and our health care system. But we rarely talk about it, especially the physicians.

Determined to remain engaged as a doctor, I began working with an executive coach. This helped me gain more clarity about what was important to me as a physician, as a father, as a friend. It also made me recommit to my life's work.

Based on my experience, I suggested to my organization's executive team at Novant Health that we address burnout head-on, with efforts to reverse it and to prevent it.

In partnership with my executive coach, we created a comprehensive program to help other physicians achieve better work-life balance; develop their leadership skills; boost their engagement, resiliency, and wellness; and find more fulfillment in their professional and personal lives.

It has had more of an impact than any of us thought possible.

We've refined the program into Novant Health Leadership Development Program. At Novant, it is voluntary and all health care providers and leadership team members are encouraged to take advantage of it as an investment in themselves.

Over three days plus a follow up session, the program focuses on self-awareness to help participants better understand their own patterns of thoughts, feelings, and behaviors. It guides them to see more clearly what they value most and reclaim why they initially chose the profession – both of which can help them better cope with the mounting pressures on today's health care providers. The program is completely focused on the individual, not the system.

Those who participate in the program report 50 percent higher than non-participants on measures such as personal fulfillment, alignment with our employer's mission and vision, and engagement and positive attitudes towards the organization. Just as important, participants – and sometimes their family members – have told us that the program has saved their careers and, in some cases, their marriages.



HOW I TACKLED BURNOUT HEAD-ON, REVERSED IT & PREVENTED IT FROM HAPPENING AGAIN

CONTINUED

The program's success has prompted creation of the AHA Physician Leadership Experience, a collaboration between our team and the AHA Physician Alliance expanding program for Alliance members with adapted strategies specific to physician and administrative leaders across health care settings. This spring is the first AHA Physician Leadership Experience and I encourage you to be part of this life changing experience. For information and to register, visit www.aha.org/physicians.

As health care organizations across the country redesign their operations to meet the demands of a new landscape, they should not ignore physician burnout. If burnout is effectively and respectfully addressed, health care organizations can create environments that help physicians and other providers achieve a healthy work-life balance while providing the highest quality care to their patients.

Tom Jenike, MD, is chief human experience officer and senior vice president at Novant Health. Portions of this blog are adapted from *Fighting the silent crisis of physician burnout*, STAT – June 2016

