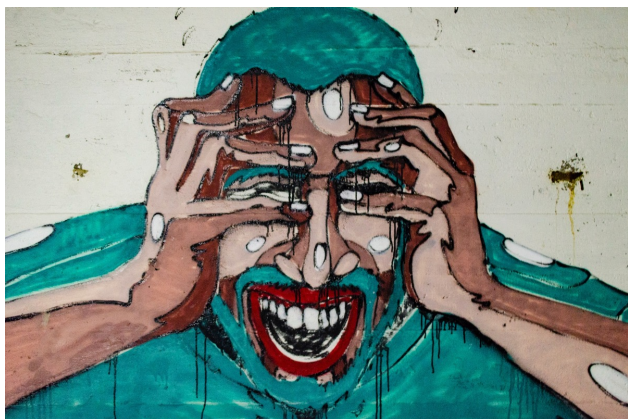


# Organizational Change

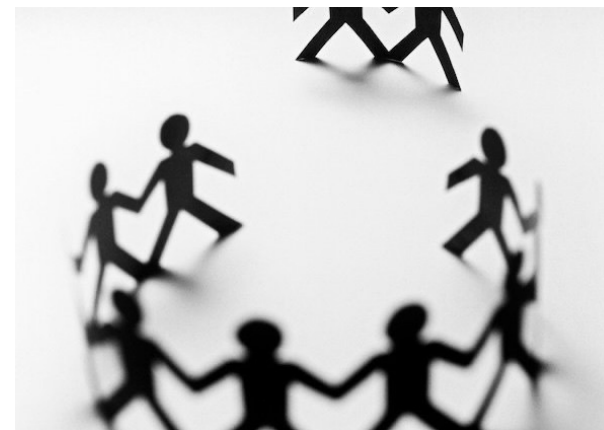
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Current State

Strategic Planning



Desired Future State

# PROFESSIONAL WELLBEING ROADMAP

Support for  
Occupational  
Trauma



Build Culture  
and Community



Listen-Sort-  
Empower  
Improve



# EXCEPTIONAL EMPLOYEE EXPERIENCE ROADMAP

Unified Listening  
Strategy



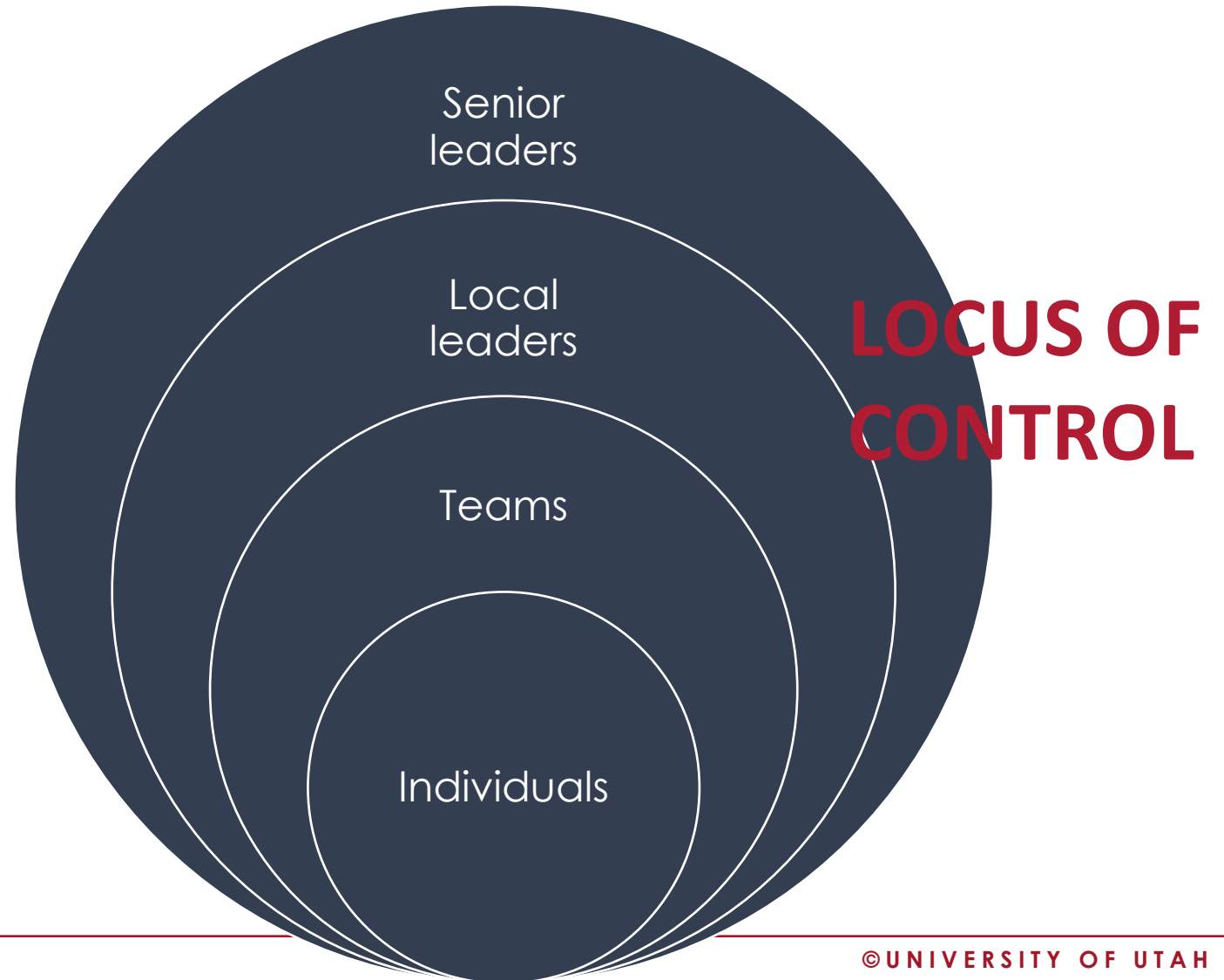
Build Culture  
and Community



Build Systems  
for Resilience



# What is my role?



# Biggest Barriers

- We feel powerless
- It is too big
- It is too hard
- Low expectations



# Being the Change

- Very small actions can take on a life of their own
- To make a big change you have to start small
- Notice the patterns you are making
- How are you contributing to the pattern?

# Take Home Ideas

- We need to take care of ourselves to take care of others
- Culture can work for us or against us
- Change takes agency: find your locus of control
- Cogitative flexibility and self-awareness can drive successful change



Where does change begin for you?

# Resources

University of Utah

[Accelerate Resilience Toolbox](#)  
[Wellness Champions](#)

National

[AMA Steps Forward](#)  
[Institute for Healthcare Improvement](#)  
[National Academy of Medicine Action Collaborative Clinician Wellbeing and Resilience](#)