



The Leader's Role in Setting the Psychological Contract: Building High-Performance Teams for a Competitive Advantage (IHA 6.21.23)

Dates: **Wednesday, June 21**

Time: **10:00 a.m. – 11:00 a.m. CT**

Speakers:

Ryan Gallik with Ryan Gallik and Associates

Michael Stahl with Motivational Concepts

Cost: \$195 to NHA members (per hospital, no charge for additional lines, recordings available up to 60 days after the webinar)

Course Curriculum

In our modern health care system, psychological contracts between employers and workers are a critical component of creating commitment and improving the employee experience. This program looks at how to understand the psychological contract and, from a leadership perspective, the nuances of ensuring the expectations of the organization are met. This improves strategic resilience.

Learning Objectives:

At the conclusion of this session, participants should be able to:

- Define strengthening organizational systems for resilience.
- Describe how to ensure psychological contracts are not breached in the organization so that strategic resilience is strong across the team.
- Discuss the difference between relationship building and relationship behavior and how to use both to build high-performance teams.

- Discuss what a psychological contract is and why it's important to an organization's relationships and commitment.
- Outline how to develop and maintain positive employee experiences that create memorable patient experiences for a competitive advantage.

Speaker Bios:

Ryan Gallik is the founder of Ryan Gallik and Associates, an occupational safety, health and wellness consulting firm, and co-founder of the Mental Hygiene Project. With a long career as a firefighter/paramedic, Gallik has seen and experienced the effects of trauma and stress on people, organizations and communities. The author of "Silent Mayday: The Clinician's Guide to Working With First Responders," has more than 15 years of experience working with critical-incident stress-management and peer-support teams. Gallik has been a member of the board of directors for the National Alliance on Mental Illness-Greater Orlando Chapter since 2021.

Michael Stahl is the founder of Motivational Concepts, a business consulting firm specializing in creating learning organizations focused on growth, and co-founder of The Mental Hygiene Project. Stahl is a master trainer for the Harrison Assessment Behavioral Traits Profile and has completed nearly 1,000 psychological analyses and debriefings for leaders worldwide. A certified black belt in tae kwon do, he has learned how to use focus and mindfulness to enhance mental health and live with more balance. Stahl has been a regular guest writer for the Orlando Business Journal and was executive vice president of the CEO Alliance. He has written extensively about leadership and inspired performance, and he is the author of the "Focus Your Power" series of manuals to enhance personal development and business success. Stahl also contributed to the bestselling book, "101 Great Ways to Improve Your Life."

Registration

<https://online.nebraskahospitals.org/events/event-registration/?id=c707c5f3-19da-ed11-9139-0003fff84415>