



## Resilience vs. Transformation: Navigating Individual and Organizational Wellbeing (LHA 9.7.23)

Dates: [Thursdays, October 26, November 2, 9, 16](#)  
Time: [1:00 p.m. – 2:15 p.m. CT](#)

### Speaker:

GiGi Dunn, M.D.

**Cost: \$425 to NHA members** (per hospital, no charge for additional lines, recordings available up to 60 days after the webinar)

### Course Curriculum

Experience how childhood stories relate to trauma, moral injury, healing, hope, and healthcare transformation. Each webinar will utilize evidence-based didactic teachings paired with experiential tools and group discussion to provide awareness and guidance for navigating these turbulent times in healthcare.

### Thursday, October 26

#### OVERVIEW:

This is the first of four sequential webinar learning experiences. Our introductory program will take a 100,000-foot view of the current state of healthcare, with a particular focus on the impact of recent years' experiences on our nurses. In the classical understanding of resilience as the ability to "do more with less," resilience of our healthcare professionals is NOT the problem. We will explore the ways in which burnout, workforce issues, and adverse outcomes in patient care are symptoms of deeper challenges that were present prior to the pandemic. Understanding the impacts of trauma and moral injury will allow creation of a different kind of resilience, so that healthcare professionals CAN be put back together again stronger than before. This understanding will compel collaboration to create a more supportive and caring environment, including for all who are providing that care.

## OBJECTIVES:

- Recognize the burnout crisis as a symptom rather than the cause of workforce issues within healthcare systems;
- Define, compare, and contrast post-traumatic stress, moral injury, and burnout;
- Evaluate where and how trauma and moral injury are manifesting in you and your organization; and
- Contrast the need for individual resilience with the need for organizational resilience, healing, and transformation.

## Thursday, November 2

### OVERVIEW:

Successfully navigating today's healthcare challenges requires an understanding of cutting-edge interdisciplinary neuroscience as it applies to the impacts on mind and body of a traumatized and morally-injured healthcare workforce. We will explore this crucial (and missing) piece of the puzzle that is today's healthcare environment, by linking the neurophysiology to some of our most pressing healthcare challenges. The awareness of neuroscience will provide much-needed change in perception and perspective, thereby inspiring hope as the immediate challenges are navigated. It will highlight the imperative of trauma-informed actions by leaders and the workforce during this time of opportunity for system redesign.

### OBJECTIVES:

Use awareness of neuroscience research about the impacts of trauma and moral injury to:

- Assess how your institution's approach to workforce wellbeing comport with the current evidence base for addressing trauma and moral injury;
- Engage the workforce and leadership in identifying strategic and operational approaches that contribute to trauma and moral injury, rather than providing support and healing; and
- Incorporate system-wide, trauma-informed educational programming within the institution.

## Thursday, November 9

## OVERVIEW:

Following the trauma inflicted on our healthcare systems by the force of a global pandemic, we will explore the imperative of prioritizing collective individual resuscitation and rejuvenation as the first step towards organizational stabilization, using tools to support that interior journey. We will discuss the difference between empathy and empathetic distress; compassion and self-compassion; designing a self-care plan; and the importance of sharing our challenging experiences with trusted colleagues in order to heal together.

## OBJECTIVES:

- Create a daily self-care plan with awareness of empathy, empathetic distress, and compassion;
- Distinguish the need for individual and organizational healings and transformation versus the need for greater resilience;
- Illustrate healing for your organization by knowing what to address and doing your own healing work: lead by example; and
- Recognize the impact of implementing systemic wellbeing educational initiatives that emphasize the vital role collective individual healing has on organization transformation and performance.

## Thursday, November 16

## OVERVIEW:

Organizational resilience depends on the stability of its workforce through its engagement with professional meaning and purpose. An important healthcare goal is to stem the tide of experienced healthcare professionals leaving their institutions and sometimes their profession by fostering re-engagement with “their roots.” Part of appreciating their “healthcare home” is for the institution to recognize the need for transformation. When healthcare institutions are connected to and living the heart of their mission, they will re-connect with the heart of the healthcare workforce in a way that benefits everyone. The current crisis is an invitation to redesign how different kinds of collaboration create a more efficient, effective, and caring system for all. The individual resuscitation we discussed previously will help us connect with our heart and courage, and to use our intellect to lead innovative reform initiatives so that our professional actions have meaning and purpose in service of our individual and collective mission.

## OBJECTIVES:

- Apply stillness practices you can use daily that connect you to your heart-centered wisdom and guidance;
- Identify areas where you can lead innovation in your organization; and
- Identify ways to create different kinds of collaboration to design and support relationship-centered care for all.

### **Intended Audience:**

CNOs, COOs, DONs, nurse leaders, physician leaders, quality improvement staff, human resource professionals, compliance officers, organizational leaders, and anyone else interested in the topic.

### **Speaker Bio:**

GiGi Dunn M.D. received her medical degree from Louisiana State University School of Medicine. Dr. Dunn completed an anesthesiology residency through LSU in New Orleans and served as Chief Resident during her final year. She is a board-certified anesthesiologist and was a founding member and past CoPresident of a group of 50 anesthesia providers in Baton Rouge and New Orleans. After 20 years as a clinical anesthesiologist and physician leader, Dr. Dunn made the decision to follow her passion for wellness and prevention that had spanned her entire professional career. In 2012, she completed the two-year, Integrative Medicine fellowship through the University of Arizona College of Medicine, Andrew Weil Center for Integrative Medicine. This post-doctoral program is recognized as the world leader in integrative medicine education for physicians. Dr. Dunn is certified in traumatic stress studies by the International Trauma Research Foundation, and is a member of the Care Collaboratory, a group of national healthcare professionals and thought leaders working to support healthcare innovation and transformation. She created “Simple Wisdom for the Journey” educational programs as a primary prevention educational model, focused on innovating systemic population wellbeing through education, which includes “Simple Wisdom for Health Professionals,” a program of care for the caregivers.

### **Registration**

<https://online.nebraskahospitals.org/events/event-registration/?id=bac16b29-ee0a-ee11-913a-0003ff66b401&reload=timezone>