



# THRIVE BOSS

BURNOUT EDITION

## WORKSHOP OVERVIEW

### BACKGROUND

The THRIVE BOSS/Burnout Edition workshop was developed by the National Healthy Workforce team in response to the high rates of burnout experienced KP employees. This interactive, hands-on workshop provides opportunities for leaders to assess their own risk of burnout, reflect on personal practices of stress management, methods of team engagement, and work habits, and to learn behaviors that foster a supportive workplace culture.

### LEARNING OBJECTIVES

By the end of the session, participants will:

- Understand the root causes and impacts of employee burnout, including recognizing how their role as leaders at KP can impact the drivers of burnout.
- Be equipped with the language and tools to help build awareness and begin to mitigate burnout with their direct reports, their teams, and the organization.
- Commit to 3 actions that model behavior conducive to supporting/creating a culture of health and well-being here at KP that take aim at the drivers of burnout.

### WORKSHOP CONTENT

Before the cards are introduced, background is provided to leaders on the causes, symptoms, and impact of burnout throughout our organization. We examine role modeling and how leadership behaviors set the tone for the organization – intentionally or unintentionally. We discuss KP's current People Pulse scores (the Culture of Health Index repeatedly being the lowest scoring of all the indices), the performance outcomes tied to low Culture of Health scores, and finally, our own Well-Being Assessment data.

To bring THRIVE BOSS to your leadership team or if you are interested in attending a session, please reach out to Kelly Rakos at [kelly.d.rakos@kp.org](mailto:kelly.d.rakos@kp.org) or (510) 421-6941.