

## **Greenleaf Integrative Commitment Statement**

Today's healthcare employees are expected to perform their best despite being in a perpetual state of overwhelm and depletion. Greenleaf Integrative understands that this new normal is not normal – or healthy. How people *feel* at work every day is a primary driver of their own wellbeing as well as hospitals' organizational performance and culture. While many are offering programs and services to help employees handle stress better, they aren't enough and, in some cases, these Band-Aid approaches are counterproductive. That's because stress management and resiliency programs frequently amount to nothing more than a list of "relaxation tips" that would be nice to do – if people only had the time, resources, and support.

Greenleaf helps healthcare enterprises that operate in highly demanding environments to change their approach to cumulative stress and institutional pressures. Combining proven scientific principles and a deep understanding of how people and organizations operate, our integrative, systems-based approach accommodates the cross-cutting nature of burnout to drive meaningful, lasting change. This includes reframing leadership paradigms, behaviors, and approaches, as well as enabling and supporting a culture in which stress mitigation and staff-care are known to be part of everyone's job.

We believe that organizations and employees aspire for something better. But all too often, decision-makers are trapped in a system where they feel defeated and patterns of unhealthy behavior are repeated. When a problematic case emerges, the organization over-focuses on the individual and blames the victim rather than examining the work context as a major contributing factor. Organizational dysfunction continues and everyone loses.

Greenleaf is flexible and scalable in its offerings to clients. Integrating a range of assessments, services, and diverse talent from several areas of expertise, we design and deliver tailored solutions to meet your specific objectives, budget, and timetable. Equally important, whether it's a single rapid intervention, a strategic leadership initiative, or a longer-term, cross-functional engagement, we deliver our solutions with expert program management capabilities to optimize successes.

Greenleaf is committed to the goals of the National Academy of Medicine's Action Collaborative on Clinician Well-Being and Resilience. We are passionate about the work that the Action Collaborative puts forth and fully support the Collaborative as they move forward in their mission to raise awareness and mitigate the insidious repercussions of clinician burnout.