

## Paul DeChant, MD, MBA, FAAFP

Family physician, medical group CEO, consultant to C-level leaders



Dr. Paul DeChant is an internationally recognized expert on burnout. He speaks from the unique combined experience as a family physician, medical group CEO, and consultant to C-level leaders on reducing burnout while building the bottom line. While he was CEO of the Sutter Gould Medical Foundation, the group achieved the highest rating of 170 medical groups in California two years in a row, and improved provider satisfaction from the 45<sup>th</sup> to 87<sup>th</sup> percentile in the AMGA Provider Satisfaction Survey. He co-authored, "Preventing Physician Burnout: Curing the Chaos and Returning Joy to the

Practice of Medicine" and blogs regularly at [www.pauldechantmd.com](http://www.pauldechantmd.com).

### Beating Burnout while Building the Bottom Line

Burnout is a challenge for every organization. The root cause is a dysfunctional workplace, not workers who lack resilience. Yet many leaders are working to mitigate burnout by providing wellness resources, and some are considering reducing workloads. Combined, these two approaches reduce an organization's net income, and are therefore unsustainable.

Dr. DeChant will provide an overview of the drivers, manifestations, and impacts of burnout, followed by a set of activities to identify the root causes of burnout specific to an organization. He will then explain how to design a burnout mitigation program that address three key areas: improving individual support, fixing the barriers in the workplace that interfere with a person's ability to do their job, and transforming the management system and culture to empower and align everyone around the organization's goals and strategies.

This approach drives professional satisfaction and well-being for workers, and a culture of well-being for the organization as a whole.