



IPA has partnered with the Meyvn Group to offer its members additional resources and services to help develop professional resiliency and avoid professional burnout. The Meyvn Group will work directly with the pharmacists, student pharmacists, pharmacy technicians, and pharmacy organizations to provide customized services at a discounted rate and is 100% confidential.

LEADERSHIP TRAINING

The myth is that burnout is an individual issue. “Burned out people are simply weak and can’t hack it”. The facts tell a different story. Poor leadership practices have a significant impact on employee burnout.

So, are leaders purposefully mean? No, most leaders don’t know that their behavior contributes to burnout. More often than not, leaders are truly trying to do the right thing. They just don’t know how information, engagement, inspiration, development and recognition impact employee burnout.

The Meyvn Group has designed a leadership initiative that provides leaders with the skills to:

- Identify their personal managerial habits that increase employee burnout
- Purposefully choose words and actions that will build a burnout resistant culture
- Develop new resiliency-building habits
- Improve employee engagement & retention

ORGANIZATIONAL BURNOUT CONSULTING

Burnout is a hot topic in healthcare. And most burnout initiatives are focused on the individual. “What do THEY need to do to prevent or reduce burnout?” Yes, AND.

Organizations themselves are not immune to burnout. Burnout’s effects can be seen in the company’s attrition rates, customer service scores, employee engagement metrics and profitability. Why? Because an organization’s systems, policies and procedures have a direct impact on employee burnout.

The Meyvn Group partners with companies to custom-design and implement burnout and resiliency initiatives that often include:

- Organizational Burnout Audit
- Well-being Inventory
- Change Management Planning and Consulting
- System, Policy and Procedural Modifications
- Burnout and Resiliency Programming
- Leadership Training and Development
- 1:1 Coaching

1:1 BURNOUT & RESILIENCY COACHING

One-on-One Burnout & Resiliency Coaching is a structured, systematic process designed to:

1. Identify where the individual is on the burnout continuum
2. Develop a purposeful plan to reduce the individual’s current level of burnout
3. Pinpoint & practice individualized long-term habits that will build resiliency skills

Process

The process consists of a 6-month commitment that includes a Discovery Intake Session, Bi-monthly Coaching Sessions and a Final Review & Sustainability Session.

Responsibilities

A coach acts as a change agent – driving behavior and performance improvements in a supportive yet demanding environment. In order for the relationship to be productive however, both the coach and the client have responsibilities and obligations.

Coaching responsibilities:

- Assist the client in clarifying values and goals
- Support the client by identifying performance patterns
- Lead the client in a process of self-discovery
- Challenge the client to examine options and alternatives
- Hold the client accountable

Client is responsible for:

- Listening and considering outside input
- Exploring new ideas
- Challenging old ways
- Embracing new behaviors
- Holding themselves accountable

The Meyvn Group will meet with individuals prior to agreeing on a burnout and resiliency coaching plan to ensure that coaching is the best option for that individual.

The Meyvn Group

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