



Helping Healers Heal Action Planning Tool

Facility/System:

Subdivision/Department:

1. BURNING PLATFORM

Start with WHY. Why is building H3 important?

What recent events have happened that could help you build the case?

Do you have existing data to support the need for H3? (e.g. attrition, staff assaults, burnout, depression, morale, etc.)

What is the value proposition:

Tell a Story - Draft Your Elevator Pitch:

2. BUILD A COALITION

Who are your innovators and early adopters?

Name:

Title:

How They Can Help:

Name:

Title:

How They Can Help:

Name:

Title:

How They Can Help:

Name:

Title:

How They Can Help:

Departments you need to target for support:

1.

2.

3.

3. GOVERNANCE STRUCTURE

Who is your executive sponsor?

What departments do you want represented on your steering committee?

Who are your point people/potential H3 leads?

4. IDENTIFY RISK AREAS

Where are your high risk departments where H3 could be most helpful?

1)

2)

3)

Where do you think H3 would need the most support to launch successfully?

What do you believe your greatest barriers and/or challenges will be?

Talking Points for Crucial Conversations with CEO, CMO, CNO:

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5. INVENTORY RESOURCES

What support structures and initiatives do you already have?

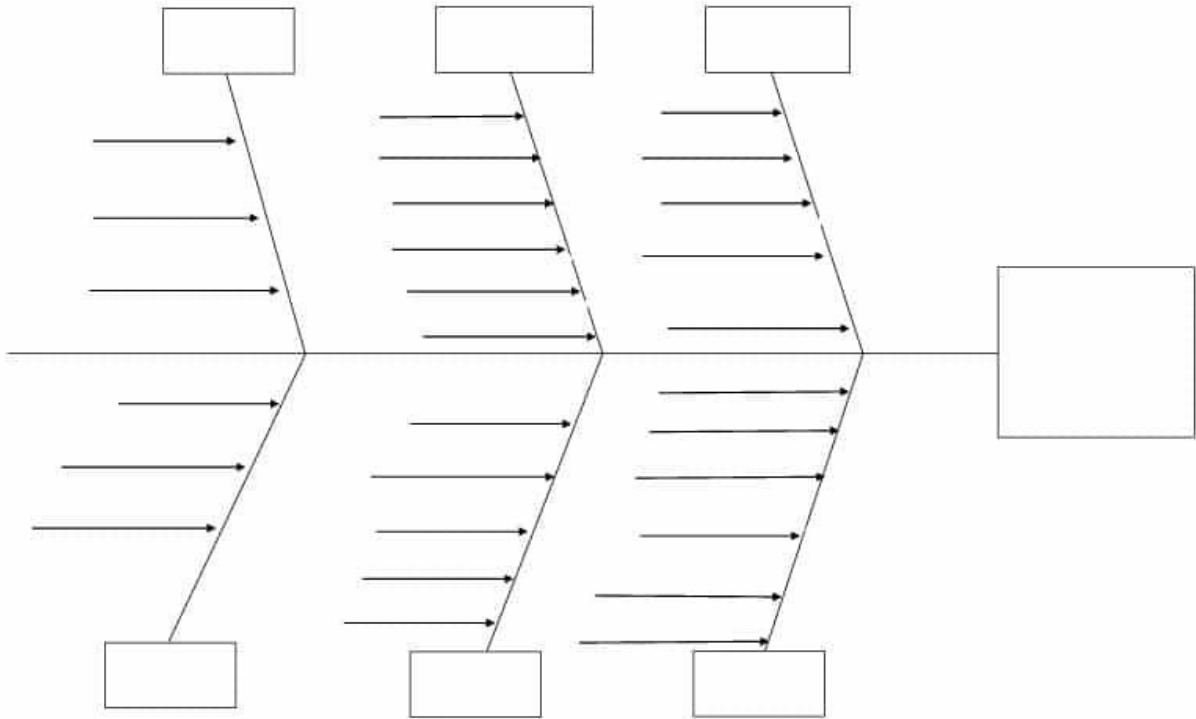
- Wellness Committee
- Schwartz Rounds
- Employee Assistance Programs
- Debriefing
- Workplace Violence Prevention
- Daily Huddles
- Safety Rounds
- Incident Review Committees
- RCAs
- Clinical Councils (e.g. ED, Critical Care, OR)
- GME
- Other: _____

Available Tier 3 Resources:

- Social Work
- Psychiatry
- Chaplain/Spiritual Services
- Labor Partners
- Suicide Prevention Hotlines
- Substance Use Services
- Domestic Violence Support
- Other: _____

6. GAP ANALYSIS

What resources and/or infrastructure are missing that you need for H3?



7. COMMUNICATION PLAN

General Awareness:

Leadership:

Targeted Manager/
Supervisor Education:

T2 Champion Recruitment:

8. FIRST T2 TRAINING COHORT

Logistics:

Location:

Trainers:

Materials/Handouts Needed:

Projected Timeline for Training Session:

What departments do you want represented in the first wave of champions?

-
-
-
-

9. IT INFRASTRUCTURE

Do you have:

- Intranet
- External Internet
- Other IT Resources: _____

Can you develop:

- H3 internal informational website
- H3 activation portal
- H3 lead listserv
- Screensavers, link shortcuts, etc
- Other IT Resources: _____

What will the activation -> response pathway look like?

10. GROW T2

How will you continue to recruit T2 Champions?

How will you maintain the engagement of champions after training?

What will your cadence of ongoing training be? What will you need to support it?

11. GROW T3

How will you assess T3 utilization?

What will be your approach to filling identified resource gaps?

How often would you like to assess T3 resource availability?

12. SUSTAINABILITY PLAN

What do you think will challenge sustainability at your organization?

How will you engage these obstacles?

13. SUPPORT THE SUPPORTERS

What ongoing educational support would you like to offer your T2 champions following their training?

How will you solicit feedback from your champions about their needs and experiences?

What types of wellness events and efforts would you like to facilitate for your champions?

14. QUALITY IMPROVEMENT PLAN

How often will you collect and aggregate data for review and improvement planning?

How will you attain ongoing qualitative feedback about program efficacy?

How will you structure PDSA cycles for continuous improvement of your H3 program?