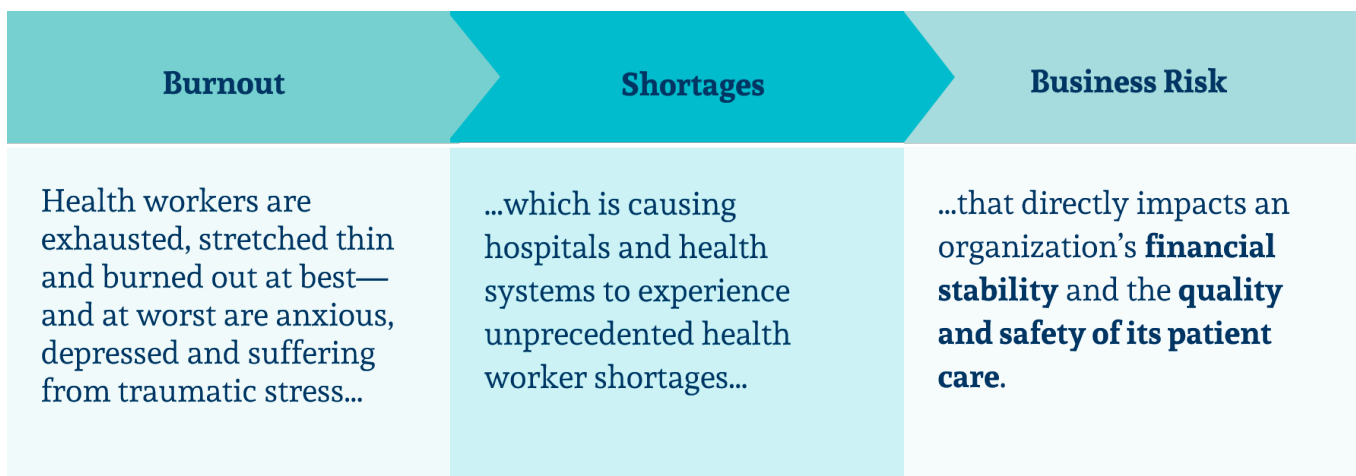## HHI Pilot – Executive Summary

The Healing Healthcare Initiative (HHI) is a **senior leadership team education and support program for organizational change**. HHI will guide healthcare leaders to reimagine their system's operations, so their health workers can find strength and safety in prioritizing their mental health and well-being and deliver equitable, compassionate patient care.

What is the benefit to our organization?

It's time we heal our healthcare systems, so health workers can heal their patients.

Burnout	Shortages	Business Risk
Health workers are exhausted, stretched thin and burned out at best—and at worst are anxious, depressed and suffering from traumatic stress…	…which is causing hospitals and health systems to experience unprecedented health worker shortages…	…that directly impacts an organization's **financial stability** and the **quality and safety of its patient care**.

BURNOUT & SHORTAGES

~60% of health workers are experiencing burnout

In the next 2 years
40% of nurses
33% of APPs
24% of physicians
plan to leave practice

FINANCIAL IMPLICATIONS

$40-50K to replace a registered nurse

$500K-$1M to replace a physician

213% increase in hourly rates for travel nurses in 2022

~$3M can be saved by hospitals for every 20 travel nurses eliminated

MEDICAL ERRORS

71% higher likelihood of medical errors among nurses with poor mental health

78% of physicians reporting medical errors also reported symptoms of burnout

This can feel overwhelming, and it's certainly complex.

But it doesn't have to be.

We are here to equip healthcare leaders in developing and implementing a comprehensive roadmap for their organization—helping to sustain their business, workforce and the patients they care for.

What does the HHI Pilot include?

The HHI pilot is a unique opportunity to make real change at your organization. The program offers unparalleled access to resources and leading experts in the [Healing Healthcare Initiative Framework](#) key principles, team building, compassion, and implementation, all at no cost to your organization. The pilot includes:

- **Collaborative learning**: Expert-led live online learning sessions with Schwartz Center CMO Beth Lown, MD
- **Team building tailored to organizational needs**: Featuring leadership coach and trauma-informed care expert Ken Epstein, LMSW
- **Compassionate leadership community**: Cohort-wide program meetings for collaborative learning and Schwartz Rounds, facilitated by Schwartz Center staff
- **Guidance from world-class experts**: Including Amy Edmundson of Harvard Business School, Ron Carucci of Navalent, Karthik Sivashanker of the American Medical Association and Brigham & Women's Hospital, and others
- **Organization-specific implementation mentorship**: From our strategy partners at Oliver Wyman
- **Opportunity for impact**: Our partner Goodman Research Group will support Institutional Review Board (IRB)-approved evaluation research of program implementation and impact

Would this work in an organization like ours?

The HHI program is designed to help organizations to develop key goals for unmet needs that align with your specific organizational priorities. This adaptable program will help your leadership team integrate existing programs or initiate new ones, confirm priorities, set goals and timelines, identify baseline assessment, develop and assess iterative improvement cycles – all with our expert guidance and support.

Who is eligible to participate in the HHI pilot? What is the fee?

The HHI pilot will run from January to December 2023 and is open to all U.S.-based Schwartz Center Healthcare Members in good standing **at no additional cost**.

Six organizations will be selected to participate in the HHI pilot in 2023. Each team that applies must have an explicit commitment from an Executive Sponsor (your CEO, President, or equivalent) to be eligible to participate.

What do I need to do to apply?

You should review the [readiness checklist](#) to ensure that your organization is ready to apply. You can apply at [theschwartzcenter.org/hhi](#). **Applications are due October 31, 2022.**

What if I have questions?

You should visit the FAQs section on our site at theschwartzcenter.org/hhi or contact us at membership@theschwartzcenter.org.