

## Stress First Aid Program Team

*We encourage you to use existing infrastructure and committees when possible to implement the SFA program. We hope that the strategies and skills of SFA will augment those already in place and/or add more tools to our collective toolboxes.*

### **SFA Clinical Leader**

*Who:* The Clinical Leader is a well-respected physician or other healthcare professional who will champion Stress First Aid at your healthcare facility.

*Role:* The Clinical Leader will participate in the Stress First Aid Train the Trainer program, including the Implementation Planning. The Clinical Leader will provide organizational support as a change champion and liaison between administrative and clinical leaders.

### **SFA Project Manager**

*Who:* The Project Manager is a well-respected member of hospital administration and leadership who will oversee Stress First Aid implementation and ongoing activities.

*Role:* The Project Manager will participate in the Stress First Aid Train the Trainer program, including the Implementation Planning. The Project Manager will support the program implementation based on the organization-specific Implementation Plan, including (but not limited to) SFA pilots; full organization roll-out; mission, vision, and values alignment; new employee orientation; and other organization-specific work related to SFA. The Project Manager will act as a liaison between administrative and clinical leaders along with the Clinical Leader.

### **SFA Trainer Team**

*Who:* The Trainer Team will be made up of one to five people (depending on the size and structure of your organization) who will support implementation of SFA by training others. Members of the SFA Trainer Team may have a background in organizational training, wellness, and/or trauma work. The Trainer Team may include organizational employees in Human Resources, EAP, Organizational Development, Clinical Training, Chaplaincy, and clinicians including Social Work and Mental/Behavioral Health.

*Role:* The Trainer Team will participate in the Stress First Aid Train the Trainer program, including the Implementation Planning. The Trainer Team will be deployed by the SFA Project Manager and/or Clinical Leader to adapt the training materials for the organization's use based on the Implementation Plan. The Trainer Team will be deployed by the SFA Clinical or Project Manager to train organizational employees in SFA according to the Implementation Plan.

### **SFA Peer Support Team**

*Who:* The SFA Peer Support Team will be made up of multidisciplinary employees who will act as champions of Stress First Aid. This team could be the same as or separate from existing Peer Support Committees or Schwartz Rounds Committees.

*Role:* The SFA Peer Support Team will be selected after the development of the Implementation Plan. This team will be trained by the Trainer Team using customized materials created during Implementation Planning. As champions and ambassadors of the SFA program, this team will be experts in providing peer support through SFA. If there is expected attrition in the Trainer Team, members of the SFA Peer Support Team would be candidates to participate in the Train the Trainer program, which will be offered regularly by the Schwartz Center.