



WASHINGTON
PHYSICIANS
HEALTH PROGRAM

HEALTH ORGANIZATION PARTNER ENGAGEMENT (HOPE)

OVERVIEW

Physicians with impairing health conditions often suffer in silence. A variety of individual and system barriers contribute to delays in identifying and effectively managing illnesses that can adversely impact practice performance. Such delays can make problems worse and put patient safety at risk.

Addressing health-related clinical performance problems is a necessary component of any comprehensive clinician well-being strategy. Washington Physicians Health Program (WPHP) can help! WPHP's Health Organization Partner Engagement (HOPE) Program is designed to assist healthcare organizations assess current practice, identify opportunities for improvement, and implement actionable strategies that will consistently deliver desirable outcomes for both the clinician and the organization. Through this engagement, WPHP offers a customized toolkit and other resources to help organizations build a robust process for addressing health-related performance concerns consistent with high reliability organizational principles.



HOW THE PROGRAM WORKS

- Engagement is organized and managed by WPHP:** Once we know who will be participating, we will coordinate scheduling and develop the meeting agendas.
- Designed for busy health professionals with competing demands and priorities:** WPHP will do the heavy lifting to provide toolkits including policy guidance, educational materials, and implementation strategy.
- Focused commitment:** Meetings are typically scheduled for 60-90 minutes at 4-6 week intervals for a duration of 3-6 months depending on goals and progress.
- Real results:** The health organization will develop strong processes for addressing performance concerns – improving wellness, workforce sustainability, productivity, and patient safety.

WHO SHOULD PARTICIPATE

Participating health systems determine who would best contribute to the engagement. WPHP recommends that physician leaders representing medical staff (COS/Medical Executives/Well-being Committee) and the health system's Chief Medical Officer are included. It may also be useful for HR and Credentialing Managers to participate. Anyone who plays a role in identifying and addressing performance issues, from risk management and legal, to peer review, is welcome to attend.

COST

WPHP offers this at no charge to partnering institutions.

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