



Instincts at Work

Strong Teams, Strong Culture

An Interactive Half-day In-person Workshop to Give Healthcare Leaders the Critical Skills to Transform Their Culture

In today's healthcare landscape, the role of leaders in fostering strong teams and strong culture is paramount. Although the complexities healthcare is facing post-pandemic may be overwhelming and leave you with a sense of helplessness, you are not helpless. In fact, as a leader, you have a significant influence on your team and culture. Ensuring that you're fulfilling your role as a strong and effective leader has never been more crucial than it is now.

Instincts at Work is proud to announce a highly specialized program in collaboration with Ted James, MD, MHCM, FACS.

Strong Teams, Strong Culture combines Dr. James' extensive experience of over 15 years leading transformative change in healthcare, including leadership development and teambuilding at Harvard Executive Education, with our decades of experience developing high-performing leaders through neuroscience-based tools and evidence-based methodology.

With a shared commitment to revolutionizing healthcare through effective leadership, we have designed this collaborative program to empower healthcare leaders, like you, through evidence-based methods, practical tools and strategies that are proven effective.

Strong Teams, Strong Culture is a highly interactive and transformative workshop designed to give you the skills to :

- ✓ **Revitalize your team**
- ✓ **Foster psychological safety**
- ✓ **Develop key habits for a thriving team culture**

Content Description Outline

In-Person Workshop Sample Agenda (Half-day)	
Agenda Item	Topic
Overview	<p>Intention: Foster a sense of stability and resilience</p> <p>Outcomes:</p> <ol style="list-style-type: none"> 1 Gain an understanding of the evolving complexities in the healthcare landscape and the need for leaders to adapt their approaches accordingly. 2 Acquire practical strategies to enhance personal and team stability while cultivating resilience. 3 Learn effective tools to transition from reactive responses to more creative and proactive approaches. 4 Engage in opportunities for habit-building through hands-on practice and application of tools
Neurobiology of Threat and the Importance of Getting Grounded	Understand threat levels, nervous system reaction, increased cortisol, fatigue and burnout.
Evidence-based Tools for Leading Yourself	Discover effective tools that promote psychological safety within your team, leading to enhanced focus and improved performance.
Evidence-based Tools for Leading Your Team	Discover practical tools to increase psychological safety in your team and improve focus and performance. Discuss and practice.
Action Plan	Select 2-3 tools to practice and implement in your work setting
4 Virtual Group Coaching calls (60 min each)	
Group Coaching Calls	Revisit materials and tools, embed new skills and solidify new habits to maximize the long-term impact of the program

Ready to transform your team and culture?
Contact admin@instinctsatwork to
schedule a discovery call

Biographies



Penny Paucha, M.A.

Certified Neuroleadership Coach, Principal and Founder, Instincts at Work Inc.

Penny Paucha's passion is helping people grow past their limitations so they can experience a more fulfilling future.

After a decade as a front-line mental health counsellor, Penny wanted to have a greater impact in preventing mental health problems. With a love for neuroscience and a Master's in Applied Psychology, she took a leap into social entrepreneurship and started Instincts at Work, a neuroscience-based leadership development and coaching company, named one of the Top 10 in Canada, that has helped thousands of people to evolve their thinking to lead effectively in complexity.

She is an accredited coach with the Neuroleadership Institute and a faculty member with the Ontario College of Family Physicians and the Dorothy Wylie Health Leaders Institute and has over a decade of experience as a facilitator, change management expert and leadership coach throughout the health system.

The need for strong, effective and compassionate leadership has never been more critical. Penny would like to invite you to evolve your thinking to lead the health system transformation that you know needs to happen.



Ted A. James, MD, MHCM, FACS

**Medical Director and Vice Chair, Beth Israel Deaconess Medical Center,
Associate Professor of Surgery, Harvard Medical School**

Ted A. James, MD, MHCM, FACS, is a Medical Director and Vice Chair at Beth Israel Deaconess Medical Center in Boston, MA, USA. He is also an associate professor of surgery at Harvard Medical School. He has held a number of leadership roles in local and national organizations aimed at improving quality in health care. Dr. James serves as faculty for

professional and executive leadership development programs at Harvard Medical School, the Institute for Healthcare Improvement and the Association of American Medical Colleges. He enjoys sharing his experience and partnering with other health care professionals to develop practical solutions to modern health care challenges.