



*Academy of Organizational and
Occupational Psychiatry*

“Burnout: It’s not just physicians.”

AOOP

**March 1-3, 2019
University Club of Chicago
Chicago, IL**

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Minnesota Medical Association (MMA) through the joint providership of PrairieCare and the Academy of Organizational of Occupational Psychiatry (AOOP.) PrairieCare is accredited by MMA to provide continuing medical education for physicians.

Program Agenda

Friday March 1, 2019

6:00 pm – 7:00 pm

Cocktail Reception: Meet the Speakers

Meet and greet AOOP practitioners over cocktails and hors d'oeuvres

7:00 pm – 9:00 pm

Panel Discussion: "How to be a workplace psychiatrist: Asking the right questions, collecting the right information"

Paul Hammer, MD Moderator

The knowledge and skill of occupational and organizational Psychiatry are not taught in residency programs. This session will provide a discussion with panel members who have experience in occupational and organizational Psychiatry in a number of settings. Panel members will describe in detail similarities and differences in various types of organizational consultations and their approach to solving mental health problems at an organizational level, rather than an individual level.

Saturday March 2, 2019

7:00 am – 8:00 am

Registration and Continental Breakfast

8:00 am – 8:30 am

President's Welcome & Conference Introduction

Paul Hammer MD

8:30 am – 10:00 am

Burnout: We need to stop admiring the problem and address it!

Paul Hammer MD and Gaurava Agarwal MD

The problem of employee burnout is one that many industries have struggled with for many years, but recently the problem in medical staff has become more acute approaching a crisis level. The risks of physician burnout include medical errors, increased referrals leading to increased complexity, increased cost and inefficient care, and attrition. Burnout also affects nurses and ancillary support staff, as well as many other industries. This presentation will provide an overview of the problem of burnout with a brief review of the literature, an outline of the historical background, definition of key terms and concepts, description of epidemiology of the problem, a discussion of the business case for addressing the problem.

10:00 am – 10:15 am

Coffee Break

10:15 am – 12:00 pm

Understanding distress in Caregivers: Focus on Physicians

Gary Chinman MD

Physicians represent a unique group in looking at the problem of burnout. Dr. Chinman has specialized in the evaluation and treatment of physicians and medical students for over twenty years addressing such issues as burn-out, shame, depression, anxiety, anger regulation, substance use, leadership development and others. He will discuss his work developing support services for physicians, both with and without substance use disorders, to control workplace stress, improve professional and personal relationships, and manage medical and psychiatric difficulties. The presentation will discuss designing healthcare organization interventions to increase positive effects in all areas of personal and professional life: family and friends, wellness, professional relationships, and career.

12:00 pm – 1:30 pm

Lunch (on your own)

Program Agenda

Saturday March 2, 2019 (Continued)

1:30 pm – 3:30 pm **CEO, Heal thyself**
John Dallas

CEOs in many ways are forced to react and respond to events including crises that impact their organizations. How they respond influences the confidence and thus support from outside as well as inside their organizations. If the CEO takes on too much and is overwhelmed, there are problems. Just as alarming, if the CEO ignores the distress allowing the organization and the people to become overwhelmed, this leads to failure as well. Together with a CEO (retired) who is also an executive coach, we will explore how the CEO succeeds or fails in this important effort. Our presenter is also deep in experience with entrepreneurs. What signs does an entrepreneur or founder show of burnout? How are they different from a CEO or executive in an established organization? We may also explore the misfit between education and hiring needs.

3:30 pm – 3:45 pm **Break**

3:45 pm – 5:00 pm **Severe Psychiatric Distress, When PTSD at work truly is**
Daven Morrison MD & Amy Connolly AICP

Terms like PTSD or "toxic environment" can be used casually or even flippantly by employees when they are feeling overwhelmed. This is made worse when leaders or professionals in the Human Resources function misuse the terms as they lose their power. Psychiatrists mislead if they are not careful with the use of these terms. Nevertheless, the work place can be a source of severe psychiatric distress. The case and discussion will highlight an example which led to severe psychiatric symptoms. Exploring whether it qualifies as PTSD will be discussed.

5:00 pm – 6:00 pm **Break**

6:00 pm – 7:00 pm **Cocktail Reception and Hors D'oeuvres**

7:00 pm – 9:00 pm **Dinner Session and Video Discussion, "Parts Unknown – Anthony Bourdain 'burned-out'-side the kitchen?"**
Nick Thomarios DO MBA.

Anthony Bourdain, a celebrity chef, author and host of a CNN show "Parts Unknown," died by suicide in France in 2018 during the taping of his show. He was known to be extremely busy and involved in many projects. He was also known to have a history of depression and substance use. In this talk we will watch some excerpts from his shows early in his career and compare them to the works around the time of his death. We will discuss what is observed in order to get a better understanding of behaviors and to be able to recognize possible warning signs in someone that is "burnt-out".

Program Agenda

Sunday March 3, 2019

7:30 am – 8:00 am ***Registration and Continental Breakfast***

8:00 am – 10:00 am **Panel Discussion:** "Making sense of Saturday: Moving from Concepts, Theory and Synthesis to Action."
Andrew Brown, MD

This session, the last of the conference, works to transition from theory to practice. In this session, the moderator and panel discuss various approaches to addressing the burnout problem. Conference attendees are encouraged to present real world examples in their consultations with individuals, workgroups, and organizations to allow the group to learn from their experience and brainstorm different approaches to addressing their challenges. The session addressing a wide variety of issues ranging from evaluation and treatment of individual patients, addressing stress reactions and burnout in workgroups, and consulting with larger organizations on management and policy initiatives to prevent burnout.

10:00 am ***Meeting Adjourns***



ACOOP

Objectives

Purpose

This program will provide current information on selected organizational and occupational psychiatry topics and provide important resources and networking opportunities necessary for keeping current in organizational and occupational psychiatry.

Intended Audience

This program is intended for organizational and occupational psychiatrists and others interested in organizational and occupational psychiatry.

Educational Objectives - Upon completion of this program, participants will be able to:

- Describe three different ways to approach developing an organizational psychiatry practice
- List two personal professional areas where further training is required
- Describe two advantages to approaching an individual's psychiatric issues with an organizational perspective
- Describe two potential pitfalls and how to avoid them when approaching an organizational consultation
- Describe the impact of burnout on physicians.
- List at least three important symptoms of burnout in physicians
- Define the term burnout and describe how it differs from clinical syndromes such as anxiety or depression.
- List three reasons why a business or healthcare organization should proactively address burnout.
- Describe principles of proactively addressing burnout in an organization.
- Describe three signs of founder/entrepreneur burnout and describe how they are different from CEO or executive burnout in an established organization.
- Describe how a leader influences an organization's confidence in addressing stress reactions.
- Describe how leaders recognize the need for and obtain support when stress reactions occur in their organization.
- Describe how leaders can recognize signs of stress in both themselves and their organizations and effectively manage it
- Describe the difference between posttraumatic stress disorder and a "toxic environment" workplace and how to help leaders or professionals in the Human Resources function appropriately manage severe workplace stress.
- List two ways that an improved understanding of workplace stress can improve effectiveness in your practice.

2019 Program Committee

Paul Hammer, MD

Daven Morrison, MD

Nick Thomarios, DO, MBA



Program Faculty

Paul Hammer, MD, Island Hospital, Anacortes, WA

Gaurava Agarwal MD, Assistant Professor, Northwestern University, Chicago, IL

Gary Chinman, MD, Assistant Professor of Psychiatry, Harvard Medical School, Cambridge, MA

John Dallas, ENCLAVE for Entrepreneurs Foundation Inc, Elk Grove, IL

David Morrison, MD, President, Morrison Associates, Ltd, Palatine, IL

Amy Connolly, AICP,

Nick Thomarios, DO, MBA,

Andrew Brown, MD, Consulting Psychiatrist, Boston Police Department, Boston, MA

Physician Credit

The Prairie Care Institute designates this live activity for a maximum of CME PENDING *AMA PRA Category 1 Credits*™. Physicians should only claim only the credit commensurate with the extent of their participation in the activity.

Registration Fees

\$790 - Friday, Saturday & Sunday, March 1-3, 2019 (includes **AOOP membership**)

Registration fees apply to all registrants and include association membership, all presentations, course materials, and continental breakfasts. For more information about registration, including discounted fees for certain membership classes, visit www.aoop.org or call 619.201.0482.

Accommodations

Nearby hotels include: For more information, please visit www.aoop.org.

The Palmer House Hilton * Silversmith Hotel * Hampton Majestic * Hard Rock * Burnham Hotel

Disclosures

DISCLOSURE POLICY: Everyone in a position to control the content of this educational activity will disclose to the CME provider (Prairie Care Institute) and to participants all relevant financial relationships with any commercial interests. They will also disclose of any pharmaceuticals or medical procedures and devices discussed are investigational or unapproved for use by the U.S. Food and Drug Administration (FDA).

The logo for AOOP (Association of Ophthalmologists and Optometrists) is displayed in a large, bold, black, sans-serif font. The letters 'A', 'O', 'O', and 'P' are connected at the top, with the two 'O's overlapping each other.