

Healthy Workforce Framework™



The Healthy Workforce Institute's **Healthy Workforce Framework™** provides healthcare organizations with a structured plan to create a culture where bullying and incivility are immediately rejected and kindness, respect, and professionalism become the new norm.

The framework consists of three key components:

- **Strengthen organizations**, focuses on strategies to hardwire and sustain a healthy work culture at a system's level, thereby enabling interprofessional healthcare teams to provide safe, high-quality patient care with positive financial impact on the organization.
 - Robust Orientation
 - Actionable Policy and Process
 - Build HR Relationships
 - Embed Culture in Strategic Planning
- **Equip leaders with the knowledge**, strategies, and confidence to cultivate a kind, respectful, and professional work environment. Leaders are better able to hold individuals accountable and ensure that all interactions are respectful, professional, and collaborative.
 - Initial and Ongoing Leadership Development
 - Intentional Leadership Coaching
 - Practical Leadership Tools and Resources
 - Ongoing Leadership Support
- **Empower teams** to become a part of the solution by actively engaging interprofessional teams in strategies to create and sustain a healthy work culture.
 - Establish Interprofessional Governance
 - Ongoing Interprofessional Team Development
 - Adopt Collaborative Problem-solving
 - Develop Team Culture Champions

Bullying and incivility are rampant in healthcare, damaging employee engagement, retention, and patient outcomes.

The **Healthy Workforce Framework™** changes that. This framework equips leaders and empowers teams with the knowledge, skills, and confidence to eliminate bullying and incivility—creating workplaces where people feel valued, respected, and supported. When organizations apply the **Framework**, leaders lead with confidence, employees stay engaged and committed, and teams collaborate with a shared mission of delivering exceptional patient care.

Start your journey toward a healthy workforce culture today with the Healthy Workforce Framework and watch your organization **thrive with stronger leadership and respectful teams**.

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Contact us at WeCare@HealthyWorkforceInstitute.com.