



# Paul DeChant, MD, MBA

SPEAKER | AUTHOR | COACH | CONSULTANT

Dr. Paul DeChant advises clinician and non-clinician healthcare executives on managing critical problems such as financial and staffing challenges by addressing the root causes of clinician burnout.

Following 25 years practicing family medicine in settings as varied as the San Francisco bay area, Breckenridge Colorado, and Geisinger Health in Central Pennsylvania, he became CEO of the Sutter Gould Medical Foundation, where he led a transformation that achieved recognition as the highest performer among 170 medical groups across the State of California two years in a row, while improving physician satisfaction from the 45th to 87th percentile on AMGA's Provider Satisfaction Survey.

This achievement was the result of DeChant's core leadership philosophy that clinicians are knowledge workers who need autonomy in order to be able to effectively care for diverse populations with complex problems, balanced by an approach that aligns everyone around enterprise-wide success.

He has presented over 100 keynote speeches and coached hundreds of healthcare senior leaders on reducing work overload and engaging clinicians. His work is grounded in "Lean Done Right", a management approach based on two principles: Respect for People and Continuous Improvement.

He received his MD from the Oregon Health Sciences University and his MBA from the University of Colorado-Denver. Co-author of the book, "Preventing Physician Burnout: Curing the Chaos and Returning Joy to the Practice of Medicine", Paul speaks internationally, and blogs regularly at [www.pauldechantmd.com](http://www.pauldechantmd.com)

## SIGNATURE TOPICS

- ▶ **LEADING CHANGE: THE KEY TO ENDING HEALTHCARE BURNOUT**
- ▶ **WORKSHOP: PREVENT CLINICIAN BURNOUT IN 15 MINUTES A DAY**
- ▶ **PREVENT PHYSICIAN BURNOUT: CURE THE CHAOS, FIND JOY IN PATIENT CARE**



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# EXAMPLES OF PAUL'S TALKS

## PREVENT PHYSICIAN BURNOUT: CURE THE CHAOS AND RETURN JOY TO PATIENT CARE

In this talk we'll dive deep into the drivers of burnout that guide a straightforward approach to help clinicians and leaders collaborate to improve the clinical experience..

- Gain insights into the dimensions and root cause drivers of burnout in the workplace
- Develop a practical approach to implementing a three-step approach to addressing the drivers of burnout
- Enhance leader-clinician collaboration

## WORKSHOP: PREVENTING CLINICIAN BURNOUT IN 15 MINUTES A DAY

This workshop prepares participants to deploy huddles that reduce burnout and improve organization-wide performance

- Understand how the drivers of burnout impact clinical team cohesion and performance
- Review key components of an effective huddle, including how these directly address the drivers of burnout
- Practice a sample huddle to prepare participants to lead huddle deployment in their organization.

## LEADING CHANGE: THE KEY TO ENDING HEALTHCARE BURNOUT

Burnout is the manifestation, in an individual, of dysfunction in that person's workplace. Preventing burnout requires culture change, which requires leadership commitment.

- Gain a deep understanding of the dimensions, drivers, and impact of burnout on individuals and organizations
- Realize the opportunity senior leaders have to hardwire organizational resilience and reduce clinician burnout



## WHAT PEOPLE ARE SAYING

“DR. DECHANT IS ONE OF THE NATION'S FOREMOST AUTHORITIES ON PHYSICIAN BURNOUT. HIS PRESENTATION WAS HIGHLY INFORMATIVE AND AT THE SAME TIME ENGAGING. HE HIGHLIGHTS THE ISSUES CONTRIBUTING TO PHYSICIAN BURNOUT AND SUGGESTS PRACTICAL AND EASILY IMPLEMENTED SOLUTIONS.”

- DAVID BERGER, MD, CEO SUNY DOWNSTATE

“DR. DECHANT PROVIDED AN OUTSTANDING EVENING KEYNOTE EVENT ON BURNOUT, FOR OVER 100 HEALTHCARE PROFESSIONALS FROM ACROSS OUR 9-COUNTY REGION. HIS NATIONAL THOUGHT LEADERSHIP AND PRESENTATION STYLE WERE UNIFORMLY WELL RECEIVED AND APPRECIATED.”

- WAYNE TERIS, MD, FAAFP

“PAUL WAS A CONSUMMATE PROFESSIONAL BOTH ON AND OFF THE STAGE AND A JOY TO WORK WITH. I HIGHLY RECOMMEND HIM AS A KEYNOTE SPEAKER.”  
- RHONDI DAVIS, DIRECTOR OF MEETING PLANNING, NATIONAL ASSOCIATION OF RURAL HEALTHCARE CLINICS

## Preventing Physician Burnout

Curing the Chaos and Returning Joy to the Practice of Medicine

By Paul DeChant, MD, MBA and  
Diane W. Shannon, MD, MPH

Foreword by Christina Maslach, PhD

