

Leading Wellness: How a virtual community of practice is supporting healthcare professionals who are developing and leading wellness initiatives

Society for Academic Continuing Medical
Education Annual Meeting 2025

Victoria Bond, MSc



UNIVERSITY OF
TORONTO

Acknowledgement: Authors and Contributors

Chantalle Clarkin, RN, PhD

Kathleen Sheehan, MD, DPhil, FRCPC

Lisa Lefebvre, MD, MPH

Antonio Pignatiello, MD

Tomisin Iwajomo, MPH

Erica Yance, BHS

Heather Flett, MD, FRCPC

Stephanie Lindsay, BA, Dip. Lib Tech

Howard Fruitman, MEd

Treena Wilkie, BScH, MD, FRCPC

Allison Crawford, MD, PhD, FRCPC

Background and Project Aim

- Growing body of evidence showing high prevalence and the adverse consequences of burnout at personal, organizational, and social levels.
- Greater emphasis on organizational-level strategies to address burnout and promote well-being in healthcare professionals (HCPs).
- In November 2023, the Centre for Addiction and Mental Health (CAMH) launched Project ECHO[®]-Leading Wellness (ECHO-LW), a weekly initiative focused on advances in organizational well-being.

Project ECHO[®]

Project ECHO[®] is a “hub and spoke” technology enabled education and capacity building model.

ECHO Core Principles

- » Use technology to leverage scarce resources
- » Share best practices
- » Utilize case-based learning
- » Improve and monitor outcomes
- » *“All teach, all learn”*

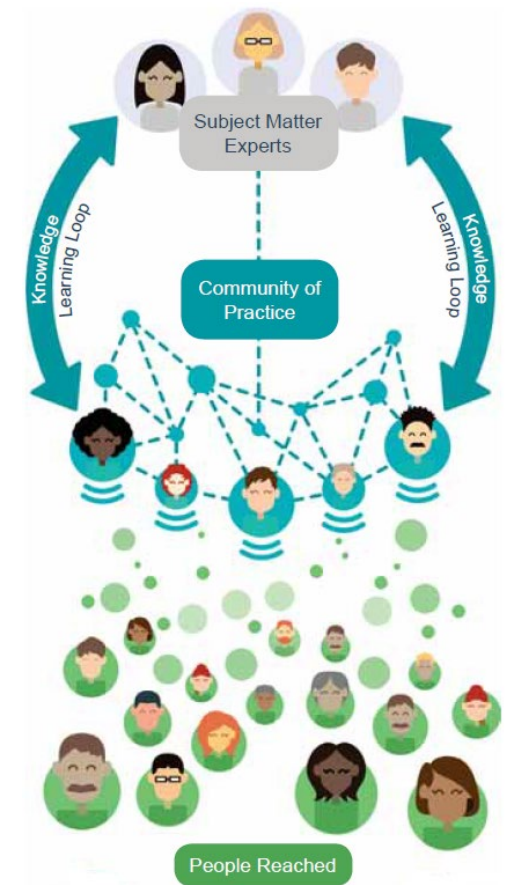


Figure 1. Project ECHO Model. From University of New Mexico School of Medicine.

ECHO-Leading Wellness (ECHO-LW)

ECHO-LW is a free, virtual education and capacity building program utilizing a community of practice (CoP) model to foster **inter-professional knowledge sharing**.

It **aims to train and support wellness leads** across Ontario so they can better **plan, implement and evaluate initiatives** to support the **wellness of HCPs** at their organization.

Program Timeline

- Needs Assessment to identify challenges, needs and inform pilot program curriculum
- Initiate six (6) session pilot program
- Launch second cohort following success of pilot program

Methods and Approach

Evaluation was informed by Moore's evaluation framework for continuing professional development.

Participation:

Data were collected regarding participant demographics and attendance.

Satisfaction:

Weekly satisfaction survey items were rated on a 5-point Likert scale (1=strongly disagree; 5=strongly agree).

Self-efficacy:

Self-efficacy was assessed pre and post-program with a 7-item scale (100-point scale; higher number = higher self-efficacy).

Needs Assessment Feedback

A **needs analysis (N=32)** consisting of participant professional demographics, learning needs, current knowledge base and other open text responses, was conducted to inform the program content.

Themes identified include:

- skill and knowledge gaps for wellness initiatives.
- implementing wellness initiatives (how to start, barriers to recruitment, scaling up programming).
- knowledge of and identifying systemic issues that contribute to burnout.
- facilitating culture shifts at the organizational level.

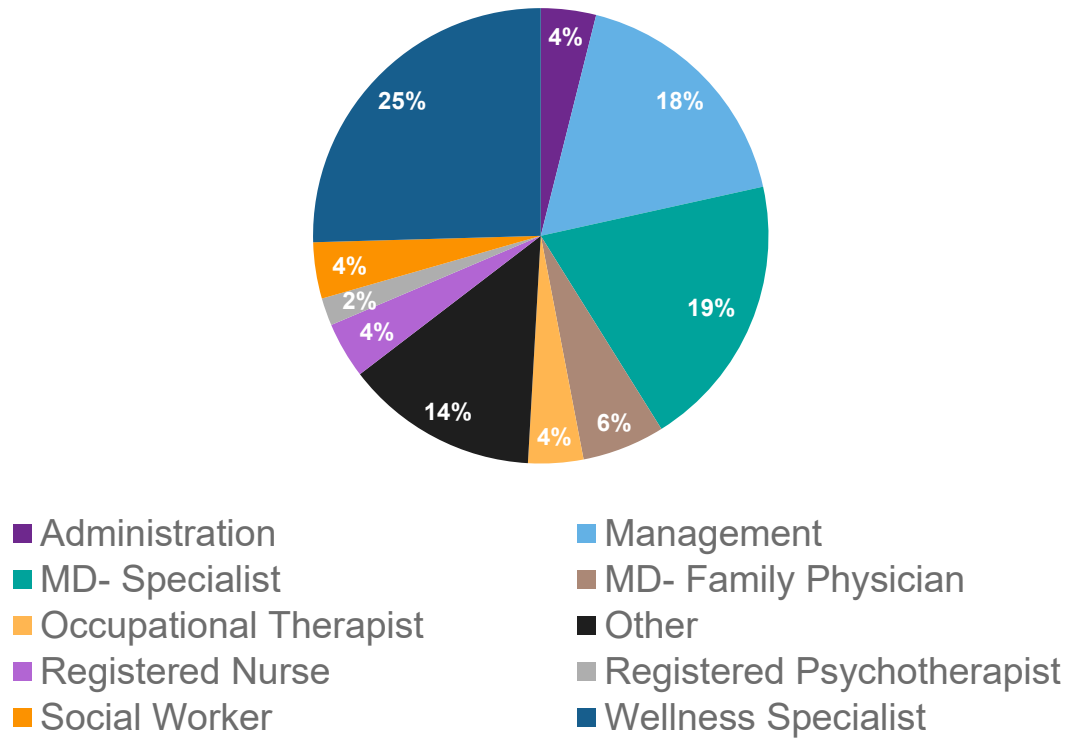
ECHO-LW Curriculum

1. Introduction & Program Assessment.
2. Development of Wellness Initiatives – Planning and Implementation.
3. Responding to Crisis Situations.
4. Engagement & Organization Culture.
5. Frameworks & Joy in Work.
6. Evaluation.
7. Peer Support Programs for Healthcare Providers.*
8. Transformation and Change in Leading Well-Being.*

Results and Findings

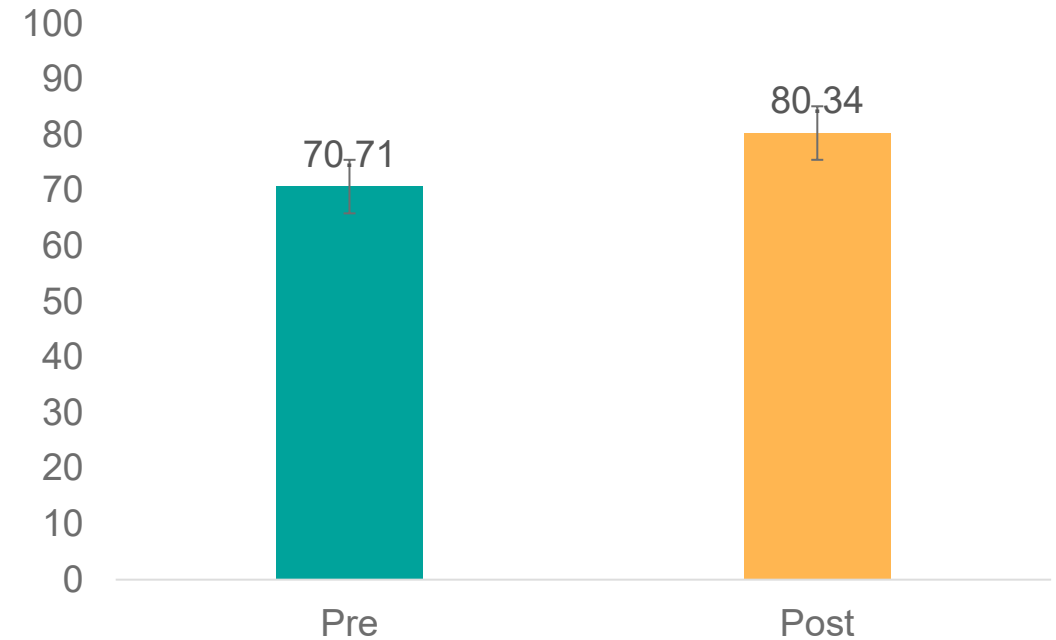
Participation

Percent Breakdown of Participants by Profession (N=51)



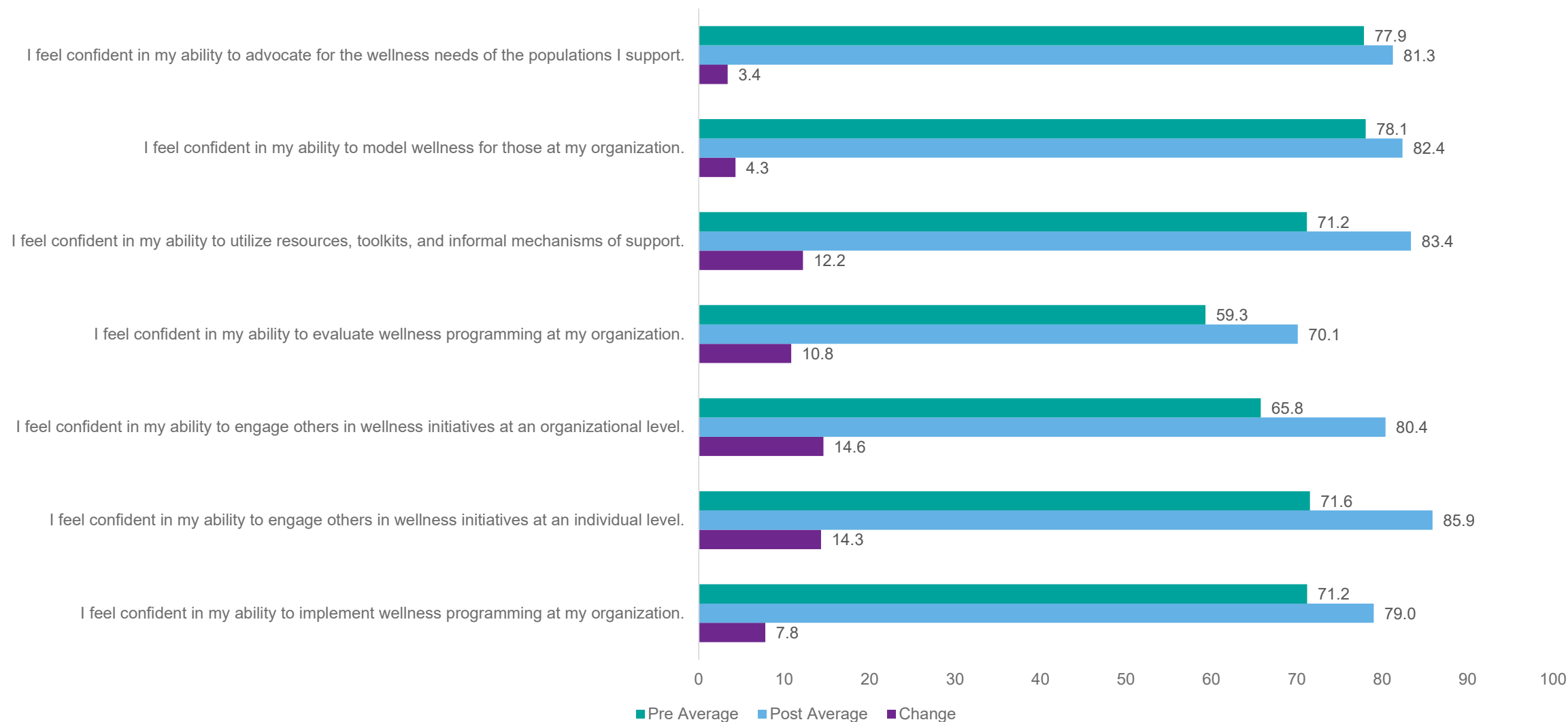
Self-Efficacy

Change in Provider Self-Efficacy (N=39)



Self-Efficacy Core Competency items

Self-Efficacy Items



Results from Cycle 1 (pilot) and Cycle 2.

Satisfaction

Participants complete online satisfaction surveys after every session (N=51).
Likert scale from 1 (strongly disagree) to 5 (strongly agree).



Discussion and Impact

- The ECHO model can be used to support the psychosocial needs of HCPs who are leading wellness initiatives.
- Participants felt that ECHO-LW promoted the application of knowledge and stimulated the development of adaptive expertise in the area of organizational wellness.
- The ECHO model is an effective and low-barrier strategy to improve interdisciplinary teamwork, advocacy for the wellness, and workplace resilience.

Next Steps- ECHO Leading Wellness E-Learning

ECHO Leading Wellness

ECHO Leading Wellness is a free virtual education and capacity building program that aims to train and support wellness leads across Ontario so they can better plan, launch, and operate initiatives to support the wellness of healthcare workers at their organization.

Course Information

BEGIN



Module 1

Beyond Burnout: Joy in Medicine

BEGIN

References

1. Arora S, Kalishman S, Thornton K, et al. Expanding access to hepatitis C virus treatment-Extension for Community Healthcare Outcomes (ECHO) project: Disruptive innovation in specialty care. *Hepatology*.2010; 52(3), 1124-1133.
2. Shanafelt, T. D., Boone, S., Tan, L., Dyrbye, L. N., Sotile, W., Satele, D., West, C. P., Sloan, J., & Oreskovich, M. R. (2012). Burnout and satisfaction with work-life balance among US physicians relative to the general US population. *Archives of internal medicine*, 172(18), 1377–1385.
3. Sockalingam, S., Clarkin, C., Serhal, E., Pereira, C., & Crawford, A. (2020). Responding to health care professionals' mental health needs during COVID-19 through the rapid implementation of Project ECHO. *Journal of Continuing Education in the Health Professions*, 40(3), 211-214.
4. Zhou C, Crawford A, Serhal E, Kurdyak P, Sockalingam S. The impact of project ECHO on participant and patient outcomes: a systematic review. *Acad Med*. 2016 ;91(10):1439-61.



Thank you! Questions?

Victoria Bond | victoria.bond@camh.ca

<https://camh.echoontario.ca/programs-leading-wellness/>