Focus on Leadership: Employee Well-Being and the Anxiety Epidemic

At the recent month long The Gratitude Symposium, Chester Elton, and Adrian Gostick focused in on what may be characterized as an epidemic of employee anxiety brewing in the workplace and what we as leaders can do to help combat this phenomenon and help to cultivate employee well-being.

Their session entitled- "The Anxiety Solution: 8 Strategies to Help Teams Build Resilience, Handle Uncertainty, and get Stuff Done," began with Elton and Gostick sharing some sobering statistics:

- #1 issue in the workplace today is anxiety
- In 2018- 15% of workers living with an anxiety disorder
- In 2020 30% of people had an anxiety disorder
- 50% of millennials and 75% of Gen Z say they have quit a job for mental health reasons
- Only 10% of employees feel like they would feel safe speaking to their boss about their anxiety.

With employee anxiety at an all-time high, and the need to retain employees a priority in the home care industry- the question becomes, how can leaders address the anxiety while continuing to motivate their employees to stay engaged?
TOP STORIES

The New Existence: A Roadmap for Action

The Beryl Institute released a new resource guide for organizations this week to assist in their efforts to transform the experience of care into a more human centered one. The New Existence: Roadmap for Action is an open access resource document, designed by leaders in the health care community, across all service lines, for the health care community as we work together to forge a “New Existence” in the care continuum.

Private Duty Home Care at NAHC urges you to have a look.

Great Private Duty Content at the 2021 Financial Management Conference

The Financial Management Conference (FMC) is the only conference designed for executives and financial professionals in home care and we’re excited to offer even more content this year for our private duty home care community.

Click on the links below to learn more about private duty-focused programming at FMC 2021.

204. Private Duty and Medicare Advantage
404. Diversifying Lines of Business Into Private Duty
503. Build Connected Teams During A Crisis: Leading with Excellence
NAHC Urges You to Serve on 3 New Advisory Councils

With the current successes of NAHC’s strengthening of member engagement opportunities, the Board of Directors has approved the establishment of three new advisory councils. The new councils, focused on Palliative, Pediatric, and Rural health care, will provide portals for NAHC members to advise the association on policy, advocacy, education, business best practices, and more. These councils will interface with the existing advisory councils and Board committees to ensure that any special needs and interests of these sectors are addressed.

The Palliative Care Advisory Council is intended to represent the broad universe of palliative care services in the home. While it will work closely with the Hospice Advisory Council, it encompasses palliative care that is beyond end-of-life services. It is anticipated that a core goal of the Palliative Care Council will be expanding coverage of the array of palliative services under Medicare, Medicaid, and private insurance plans along with refining standards of practice.

June 3 Private Duty Home Care at NAHC Monthly Update: Interactive Forum with the Experts

- Thursday, June 3, 2021; 3:00-4:00pm Eastern
Join Private Duty Home Care at NAHC for an engaging discussion focused on all things private duty home care.

In a twist on our usual monthly webinar format, we will host an open forum-style event via Zoom. Three distinct topic areas will be discussed including an advocacy update, an expert legal review of the Corporate Transparency Act, and a look at an innovative program from the Home Care and Hospice Association of Utah, supporting caregivers.

Each topic area will be presented in 10-12 minutes leaving time for audience Q&A and discussion.

**NOTE: Registration for this event will be capped to allow for meaningful exchange between faculty and attendees.**
CMS has regulatory oversight of most health care providers in the country and it administers Medicare, Medicaid, the Affordable Care Act (ACA) marketplaces, and the Children’s Health Insurance Program (CHIP), covering at least 145 million people around the country.

“Chiquita Brooks-LaSure brings solid experience to a very difficult job,” said NAHC President Bill Dombi in reaction to her confirmation as CMS Administrator. “Over the years, she has demonstrated a high degree of capability and the versatility to handle the wide range on matters that occur in Medicare and Medicaid. We look forward to working with her to expand access to home and community-based services and make the home the center of health care.”

RESOURCES

The Human Experience 2020: Vision for the Future of Health Care - Beryl Institute

Littler Operational Guidelines for the Home Care Industry Amid COVID 19 - Littler Mendelson, P.C.

Private Duty Home Care at NAHC is a fully integrated service line of the National Association for Home Care & Hospice focused on Leadership, Education, Advocacy, and Innovation exclusively for the private duty home care community.

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