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**Title**

*Impact of the Relational Leadership Institute on Participant Well-Being*

**Priority 1 (Research Category)**

Education and training

**Presenters**

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**Abstract**

Context: Prevailing leadership development programs emphasize technical strategies that foster transactional working relationships, which can contribute to team burnout and inequities. The Relational Leadership Institute (RLI) is an interprofessional leadership training that aims to narrow harmful impacts of power differentials, build community, and change systems by transforming the relationships within them. With increasing levels of burnout, health care workers could benefit from relational leadership development to foster workspaces that are more human-centered, authentic, and inclusive.

Objective: To evaluate the impact of RLI on participants' well-being.

Study Design: Prospective observational study with participant surveys performed at baseline (pre-course), post-course, and 6-months post-course.

Setting: RLI launched in 2017 at Oregon Health & Science University within the Department of Family Medicine. The 2.5 month curriculum includes didactics and small group learning, focusing on cultivating psychological safety, belonging, and authenticity, as well as meaningful engagement for leaders of diverse and complex teams. RLI graduates receive ongoing post-program support, and can also become local departmental champions in teaching relational skills to others.

Population Studied: Participants in 5 RLI courses, from Fall 2018 to Spring 2021.

Outcome Measures: The 9 item Well-Being Index (WBI)

Results: Among 145 participants, response rates at baseline, post-course and 6 month post course were 91%, 75%, and 52%, respectively. Mean baseline WBI was 3.21 (SD 2.23, range -2 to 8, higher score = worse well-being). Baseline WBI was worse among trainees ( $M= 3.95$ ) vs practitioners ( $M=2.81$ ,  $p<0.01$ ), and among non-white participants ( $M=3.78$ ) vs white ( $M=2.98$ ,  $p=0.08$ ). Post course, WBI improved ( $M=1.80$ , SD 2.45,  $p<0.01$ ) and improvements persisted at 6 months post course ( $M=1.58$ , SD=2.44,  $p<0.01$ ). In analyses adjusted for age and training stage, change in WBI was significant between baseline and post-course ( $-1.43$ ,  $p<0.01$ ) and between baseline and 6-month post-course ( $-1.58$ ,  $p<0.01$ ) but there was no significant difference between post course and 6-month post course.

Conclusions: RLI significantly improved participant well-being, with effects persisting 6 months post-course, suggesting that leadership development programs that foster authenticity, belonging, interdependence and a growth mindset may be important tools to improve worker well-being.