



WAYNE SOTILE, Ph.D.

SPEAKER PRESS KIT

INSPIRATION AND INNOVATION FROM EXPERIENCED HEALTHCARE SPEAKERS

Providing on-site training for your leaders is a fast and economical way to bring your entire team up to speed on the industry's hottest topics and create organization wide urgency to execute change. Huron's speakers and authors bring up-to-the-minute knowledge from their work in healthcare organizations across the U.S. and beyond.

We are more than a speakers' bureau. Our speakers are results-driven performance experts who are directly involved in crafting solutions to some of your most pressing problems, including financial challenges, patient safety and quality, pay for performance, and more.

Prior to your event, Huron's speakers and support teamwork side-by-side with you to develop a fully customized presentation to meet your needs, regardless of the topic, size of your group, or purpose of the training. From physician retreats to Leadership Development Institutes (LDIs) to senior leader meetings, Huron speakers deliver the perfect balance of inspiration and education for every audience.



HURON



Wayne Sotile, Ph.D.

INTERNATIONAL SPEAKER

Wayne M. Sotile, Ph.D., is one of the most sought-after healthcare speakers today. He is the founder of the Sotile Center for Resilience and the Center for Physician Resilience in Davidson, North Carolina. As an international thought leader on physician behavior and resilience for high performers, he consults widely with medical group practices, healthcare systems and corporations interested in learning evidence-based strategies for deepening resilience, collaboration and collegiality and promoting team engagement while coping with change. He has authored or coauthored nine books, including the highly acclaimed *Thriving in Healthcare* (2019) and *The Thriving Physician* (2018). Wayne has published widely in the peer-reviewed medical literature, and his insights into sustaining resilience for busy healthcare professionals is featured frequently in the national print and television media, including appearances on “Good Morning America,” “Dateline,” and the “CBS Morning Show.”

PROFESSIONAL EXPERIENCE

Prior to founding the Sotile Center for Resilience, Dr. Sotile served on the faculty of the Wake Forest University School of Medicine, and (for 30 years) was in clinical practice, in Winston-Salem, North Carolina. He and his team have counseled over 40,000 high-powered professionals, including more than 10,000 physicians and medical families and more than 20,000 healthcare leader professionals working in various disciplines. In addition to his speaking and consulting work, Dr. Sotile serves as a special consultant in physician leadership development for Atrium Health and as a clinical assistant professor at the Tulane University School of Medicine, Department of Orthopaedics. Keynote addresses to regional hospital leadership forums for numerous health systems, including Florida, Louisiana, Colorado, Washington, Indiana, Kentucky, Oklahoma, Texas, Nebraska, New Mexico, Ohio, Wisconsin, Pennsylvania, South Carolina, North Carolina, Tennessee, Oregon, California, Virginia, Georgia and more.

INDUSTRY SPEAKING ENGAGEMENTS

- American Academy of Dermatology
- American Academy of Pediatric Urologists
- American Academy of Plastic Surgeons
- American Association of Cardiovascular and Pulmonary Rehabilitation
- American Association of Hip and Knee Surgeons
- American Association of Neurological Surgeons
- American College of Cardiology
- American College of Surgeons
- American Medical Association Alliance
- American Medical Association Leadership Development Institute
- American Orthopaedic Association
- American Society of Anesthesiologists
- American Society of Health-System Pharmacists
- American Urological Association
- International Conference on Physician Resilience
- Large Urology Group Practice Association
- Pediatric Orthopaedic Surgeons of North America
- The Society of Thoracic Surgeons

- VA Chief Nurses Association

EDUCATION AND CERTIFICATIONS

- Bachelor of Science, Louisiana State University
- Ph.D., Clinical Psychology, University of South Carolina
- Medical psychology internship, Duke University Medical Center
- Licensed practicing psychologist, N.C. #776
- Fellow, American Association of Cardiovascular and Pulmonary Rehabilitation

PROFESSIONAL ASSOCIATIONS

- 1978-present: Founder, Sotile Psychological Associates, PLL, and Real Talk Inc.
- 2003-present: Clinical assistant professor, Tulane University School of Medicine, Department of Orthopaedic Surgery
- 2004-present: Special consultant in behavioral health, Atrium Health, Charlotte, North Carolina
- 2013-present: Founder, Center for Physician Resilience and Sotile Center for Resilience, Davidson, North Carolina
- 1979-2005: Director of psychological services, Wake Forest University Cardiac Rehabilitation Program and Healthy Exercise and Lifestyle Programs, Wake Forest University, Winston-Salem, North Carolina
- 1978-1979: Assistant professor, Department of Medical Social Sciences, Wake Forest University School of Medicine, Winston-Salem, North Carolina

PUBLICATIONS/SPEAKING ENGAGEMENTS

- Simonds, G. and Sotile W. M. Thriving in Healthcare: A Positive Approach to Reclaim Balance and Avoid Burnout in Your Busy Life. Huron, 2019.
- Simonds, G. and Sotile W. M. The Thriving Physician: How to Avoid Burnout by Choosing Resilience Throughout Your Medical Career. Huron, 2018.
- Simonds, G. and Sotile W. M. Building Resilience in Neurosurgery Residents: A Primer. B. Wright Publishers, 2015.
- Sotile, W. M. and Sotile, M. O. Letting Go of What's Holding You Back! Maximize Your Happiness in Work, Love, and Life. Stewart, Tabori, and Chang, 2007.
- Sotile W. M. (with R. Cantor-Cook). Thriving With Heart Disease. Revised Edition. The Free Press, 2004.
- Sotile, W. M. and Sotile, M. O. The Resilient Physician: Effective Emotional Management for Doctors and Medical Organizations. American Medical Association Press, 2002.
- Sotile, W. M. and Sotile, M. O. Supercouple Syndrome: How Overworked Couples Can Beat Stress Together. John Wiley & Sons, 1998. Released in paperback as Beat Stress Together: The BEST Way to a Passionate Marriage, A Healthy Family, and a Productive Life. John Wiley & Sons, 1999.
- Sotile, W. M. and Sears, S. F. You Can Make a Difference: Brief Psychosocial Interventions for ICD Patients and Their Families. Medtronic, 1999.
- Sotile, W. M. and Sotile, M. O. The Medical Marriage: Sustaining Positive Relationships for Physicians and Their Families. Revised Edition. American Medical Association Press, 2000

Presentations

FACTS AND FICTIONS ABOUT RESILIENCE ...

And How the Truth Can Help You Sustain a Well Healthcare Workforce!

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Workforce Renewal and Engagement, Hope, Inspiration and Purpose Through Crisis Times

Length: Keynote, Half Day, or Full day

Our crisis times compel us to bolster the wellbeing of our troops. This has led to an outpouring of efforts to shape the misunderstood concept of “resilience;” efforts that may be intuitive but misguided; resulting in momentary uplifts but long-term demoralization. Clinical psychologist Wayne M. Sotile, Ph.D. is recognized worldwide as a pioneering resilience clinician, researcher, and speaker. He has published eleven books on the topic of resilience in healthcare. In addition to his peer-reviewed research, Wayne’s four decades of work with healthcare professionals, their families, and their organizations shape his entertaining and information-packed presentations that teach a toolkit of proven resilience tactics and strategies that can rejuvenate, re-energize and foster sustainable, positive coping. Without trivializing the magnitude of what we are facing, Wayne teaches the evidence-based factors that can help us all to cope with challenging times and emerge stronger and better.

Learning Objectives:

- Define resilience: What it is; what it is NOT
- Recognize how misguided efforts to shape resilience can backfire
- Discuss the “false-gods” of wellbeing: Fear of burnout and the mythical balanced life
- Discuss how work ambivalence erodes resilience
- Specify coping lessons learned from the study of post-trauma growth syndrome
- Discuss what leaders can do to sustain workforce wellness and resilience
- Discuss what leaders can do to sustain wellness
- List evidence-based strategies for sustaining high-performance, both at work and home
- Specify ways to sustain a positive emotional workplace environment
- Identify practical ways to continually rejuvenate leader personal and professional resilience.

FOSTERING WONDERMENT AND HOPE

HOW TO DEEPEN THE MOST POWERFUL KEYS TO CONTINUOUS RENEWAL

Audience: All Leaders, All Healthcare Roles, Physicians, Physician Leaders

Focus: Renewal, Inspiration, and Through Crisis Times and Beyond

Length: Keynote

Unprecedented times separate resilient people from all others. The positive side of our pandemic stress syndrome teaches how extraordinary individuals, work teams, and families of all forms are moving forward with renewed purpose, humanism, passion, and stamina. Drawing from his more than 40 years of clinical, coaching, and consulting work with medical professionals, their teams, and their families, clinical psychologist Wayne M. Sotile, Ph.D. shares practical pearls of wisdom about how high performing women and men think, cope, work together, and care for themselves and each other. Wayne’s research has exploded stereotypical notions about “the balanced life,” and offers a realistic blueprint for resolving work ambivalence, fostering renewable

engagement, and finding joy at work and home. Wayne's presentation has helped thousands of professionals from 65 countries not only endure but grow personally and professionally through our challenging times.

Learning Objectives:

- Differentiate between crisis mentality, resilience, and stamina
- Discuss gender-specific work/life integration challenges and solutions
- Learn how wonderment and hope foster renewal and coping stamina
- Re-define "work / life balance," in light of findings from contemporary research
- Specify keys to sustaining a positive emotional workplace environment
- Identify evidence-based, practical ways to rejuvenate personal, team, and family resilience

GETTING THE BEST OUT OF PEOPLE IN OUR EMERGING NEW NORMAL: ARE YOU WIRED™ FOR SUCCESS?

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Engagement, Inspiration and Purpose

Length: Keynote, Half-day, or Full day

Every healthcare system today faces unrelenting change, and mismanaged change fatigue is leading to an epidemic of costly burnout across health professions. An antidote to this cycle is now available. Clinical psychologist Wayne M. Sotile elucidates evidence-based tactics and strategies for managing the "psychological underbelly" of coping with change and deepening resilience — that ability to get through hard times and emerge stronger for having had the experience. In this session, Dr. Sotile teaches leaders his WIRED™ approach to deepening engagement and resilience throughout healthcare organizations. WIRED is an acronym for what leaders should keep in mind in times of crisis:

W — Focus on wellness...

I — Solicit input.

R — Recognize contributions.

E — Teach people what they need to learn to foster efficacy (task-specific self-confidence).

D — Heighten dialogue between leaders and team members.

With humor, compassion and clarity, Wayne addresses how leaders can leverage crisis times to deepen collegiality and foster individual and team resilience. Along the way, he shares key findings from his own clinical experiences serving as a counselor and life coach for more than 20,000 healthcare professionals and from his cutting-edge, peer-reviewed research on burnout, career satisfaction and work-life balance among healthcare professionals, findings that universally surprise and motivate audiences.

Learning Objectives:

- Compare the four factors that differentiate "good work."
- Discuss practical applications of each component of the WIRED™ leadership model.
- Examine the relationship between provider resilience and patient outcomes.
- Discuss team dynamics in light of keys from motivational psychology.
- Identify three ways to boost both individual and team resilience through crisis times and into our emerging new normal.

THE RESILIENT PHYSICIAN: LEADING AND THRIVING THROUGH CHANGE

Audience: Physicians, Physician Leaders, Executive Leaders

Focus: Physicians, Engagement, Leadership

Length: Keynote, Half-day, Full day

Physician burnout rates have never been higher. And the quality and safety consequences of compromised physician wellness have been well documented. Why do some physicians falter in the face of change while others thrive? Clinical psychologist and organizational consultant Wayne Sotile has devoted his career to answering this question. This session provides physicians with an engaging and compassionate “leadership and resilience checkup.” Participants gain insight from structured self-assessments, guided discussions, and descriptions of evidence-based tactics and strategies that differentiate physicians who thrive through change from those who flounder in disillusionment and burnout.

Learning Objectives:

- Evaluate fact versus fiction about the incidence and causes of physician burnout.
- Specify at least four evidence-based strategies for promoting physician resilience.
- Describe three strategies for assessing and deepening teamwork in healthcare settings.
- Identify the four primary drivers of physician career satisfaction.
- Discuss evidence-based solutions to work-life challenges employed by busy physicians and thriving medical families.

MEDICAL FAMILIES: NEW CHALLENGES, NEW SOLUTIONS FOR THRIVING THROUGH CRISIS TIMES

Audience: Physicians, Physician Leaders, All Healthcare Roles, All Leaders

Focus: Work-life Balance, Leadership, Communication, Physicians

Length: Keynote, Half-day

More than ever before, contemporary healthcare professionals and their loved-ones report that they feel underappreciated by their communities and caught between their commitment to family and their concerns about colleagues and their own well-being. This presentation offers a much-needed balm to this malady. Join us to learn the coping challenges and solutions that come when your family patterns are turned upside down by unrelenting work demands and crisis times. This is a session that applies to managing any important relationships in your life.

With compassion and humor, clinical psychologist Wayne Sotile shares practical insights from his more than 35 years of work as a consultant to medical organizations and a counselor to and student of thousands of medical families of all forms. Dr. Sotile conveys deep insights from his book *The Medical Marriage* (considered a classic publication in the field) and shares findings from his landmark 2013 research study of medical families. Wayne has translated his lifetime of work with physician leaders and their families into a toolkit of practical, evidence-based strategies that distinguish those who manage to have it all: productive careers, medical group and medical community engagement, and thriving personal/family lives.

Learning Objectives:

- Discuss the relationship between a thriving medical family and career satisfaction and effectiveness for medical professionals.
- Specify at least four distinguishing features of resilient medical families and medical groups gleaned from recent research.
- Discuss at least three factors that differentiate the work-life challenges of male and female healthcare professionals.

- Discuss keys to thriving second-half medical families.
- List four strategies for “divorce-proofing” any relationship suggested by prospective marital research.
- Discuss leadership lessons learned from medical marriage/family life.

Additional topics:

- Coping challenges and solutions that come when your family patterns are turned upside down
- How work ambivalence can ruin medical family life
- Myths and truths about “burnout hysteria” and “the mythical balanced life”
- Strengths and challenges for one- and two-doctor [and other medical professions] relationships

HEALTHCARE HEROES: KEYS TO INDIVIDUAL, FAMILY AND TEAM RESILIENCE THROUGH CRISIS TIMES AND BEYOND

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Engagement, Inspiration and Purpose Through Crisis Times

Length: Keynote

As we move beyond crisis mentality into navigating the unfolding slow drone of our emerging new normal, this program offers a powerful message that at once affirms, inspires and educates our heroic healthcare professionals on the coping and leadership secrets of those extraordinary people who not only endure but thrive through challenging times: how they think, cope with constant changes at home and in the workplace, and manage relationships, even during hard times.

Dr. Sotile’s presentation combines inspiring stories, thought-provoking checklists for evaluating your coping style, and pointed guidelines for building individual, family and team resilience — all delivered with his hilarious Cajun humor and heartwarming stories that never fail to galvanize his key points and lift the spirits and warm the hearts of his audiences. The result is one of the most unique, highly rated presentations today.

This program is available as both a prerecorded message and, more often, as a virtual “town hall” psychoeducational support program presented as a guided interview of Dr. Sotile conducted by leaders from your organization. If desired, Dr. Sotile can provide the questions and cues to highlight targeted information. In this manner, he will manage up all that your organization is doing to help deepen resilience through these challenging times.

Learning Objectives:

- Discuss a new definition of “healthcare hero.”
- Compare and contrast the crisis mentality versus the long-range resilience mentality.
- List risks to long-range coping following exposure to crisis situations.
- List the three vital variables for resilience.
- Describe how leaders can promote and practice the four attitudes that are crucial to sustained resilience.
- Discuss keys for sustaining connection with stressed colleagues.
- Describe challenges and solutions to “pandemic family dynamics.”
- Discuss keys for shaping post-trauma growth syndrome.

Please note many organizations have Dr. Sotile present this program as one in a series of 30- to 60-minute programs that includes the following virtual offerings:

- “Shaping Positive Teamwork During Crisis Times: You Can Make a Difference!”
- “Helping Patients Cope With COVID-19 Anxieties: Brief Bedside and Office-Based Interventions That Really Do Work”
- “How to Recognize and Help a Colleague Who Is Struggling”

- “Resilient Medical Families: New Challenges, New Solutions”

RESILIENCE AND MEDICAL EDUCATION: WHAT'S THE CONNECTION?

Audience: Physicians, Physician Leaders

Focus: Physicians, Engagement

Length: Keynote, Half Day

Classical medical training does not adequately prepare physicians to manage their busy, complex lives. In this presentation, clinical psychologist and author Wayne Sotile sheds light on evidence-based strategies for promoting resilience throughout medical training and beyond. Drawing on material from his research, his clinical experiences as a counselor and coach to thousands of residents, and his consultation with organizations throughout the country, Dr. Sotile discusses best practices for promoting resilience and shaping leadership skills and emotional intelligence throughout the course of medical education.

Learning Objectives:

- Evaluate fact versus fiction about the incidence and causes of physician burnout.
- Specify at least four evidence-based strategies for promoting physician resilience.
- Describe three strategies for assessing and deepening teamwork in healthcare settings.
- Identify the four primary drivers of physician career satisfaction.
- Discuss evidence-based solutions to work-life challenges employed by busy physicians and thriving medical families.

Authored Resources

THE THRIVING PHYSICIAN: HOW TO AVOID BURNOUT BY CHOOSING RESILIENCE THROUGHOUT YOUR MEDICAL CAREER

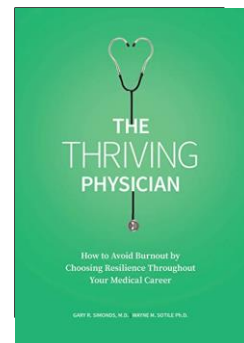
Few professions are as physically and emotionally challenging as the practice of medicine.

From the rigors of medical school to the high stakes, rapidly changing, multitasking reality of practice, physicians face unbelievable stress for years on end. It's no surprise that half of all physician's face burnout, work-home conflict, and other serious issues.

This “survival guide for the psyche” is packed with insights and strategies to help you build the resilience you need to succeed and grow, both personally and professionally, in the modern healthcare system. In *The Thriving Physician*, Drs. Simonds and Sotile:

- Explore an array of stressors and provide coping strategies designed to help you defuse them.
- Offer probing questions related to each stressor to spark reflection and discussion with colleagues and loved ones and serve as fuel for building resilience.
- Highlight what creative organizations are doing to help reshape the medical workplace to promote physician resilience.
- Weave in real life anecdotes throughout, taking their insights and advice from theoretical to deeply personal and relatable.

You've chosen a noble helping profession — one that should be a source of joy and pride. Whether you read this book cover to cover or focus only on the stressors that most impact you, it can change your life for the better. It's time to take charge of your career; it's time to become a Thriving Physician.



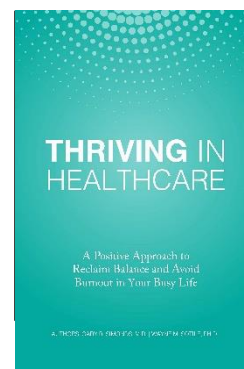
THRIVING IN HEALTHCARE: A POSITIVE APPROACH TO RECLAIM BALANCE AND AVOID BURNOUT IN YOUR BUSY LIFE

A happy, long-lasting career in healthcare requires more than just mental fortitude.

Far too often, you hear of colleagues leaving healthcare; they're burnt out, their work stress has crept into their home life, and they just need some respite. Meanwhile, their responsibilities are dispersed amongst the remaining team, and the cycle is perpetuated by the added work, lack of resources and feelings of inadequacy.

In *Thriving in Healthcare*, Drs. Simonds and Sotile provide a “survival guide for the psyche,” packed with insights and strategies to help you develop the resilience needed to succeed and grow — both personally and professionally—in the modern healthcare industry. Based on their decades of experience coaching healthcare professionals, and building upon their findings from a five-year resilience development program at Virginia Tech Carilion School of Medicine, Simonds and Sotile bring solutions to the top barrier's healthcare professionals face, including:

- Debunking the myth of work-life balance and, rather, finding the blend that works for you.
- Hardwiring healthy coping mechanisms for dealing with on-the-job stressors.
- Fostering a collaborative and joyful workplace culture that encourages teamwork.



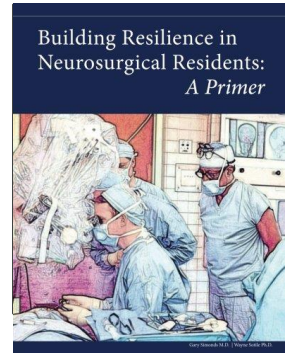
Healthcare is one of the hardest — and most rewarding — professions. However, you can't help others if you don't take care of yourself. It's time to take charge of your path and own your future career, happiness and results.

BUILDING RESILIENCE IN NEUROSURGICAL RESIDENTS: A PRIMER

The stresses of modern medicine place neurosurgeons at substantial risk of emotional and psychological distress. They function in a high-end, high stakes, rapidly changing, multitasked environment, fraught with inescapably poor outcomes, human tragedies, risk of litigation, unrelenting demands and so much more. No wonder nearly one in every two neurosurgeons experiences burnout, significant work-home conflict and other maladaptive sequelae (McAbee et al, 2015; Shanafelt et al., 2012).

Neurosurgical residents are particularly vulnerable. Neurosurgical residency is a crucible from which few escape unscathed. The interplay of tremendous daily physical, intellectual and emotional challenges with a resident's personality type and coping style determines (for better or worse) their functionality, fulfillment and emotional tone — and greatly affects their growth and development as a physician and neurosurgeon. Coping patterns learned during residency may impact and permeate a surgeon's entire professional life, their personal life and their ability to care for desperately ill patients.

The purpose of this book is to offer insights and details from our experience, with the hope of encouraging a greater focus on the psychological well-being of neurosurgical trainees. We will describe many tactics and strategies that may be employed to enhance the residents' resiliency (with respect to the myriad challenges and stressors of their daily experience). For the non- neurosurgeon, this book offers a rare and fascinating glimpse "behind the curtain" of the psychology behind the development of surgeons willing and able to face and transgress the most complex and unforgiving organ system of the body.



What Organizations Are Saying

"Responses to Dr. Sotile's virtual presentations to our physicians and APPs one evening and then to our leadership again the next morning were at the level of amazing. Physicians were texting me throughout the evening and next day about the change this inspired in them. Dr. Sotile brings all of this together in an engaging presentation that will have you laughing, crying, nodding your head, and leaving changed; not just for that moment, but with something more permanent. It is a bit challenging to explain, but I can guarantee you that he knows his "stuff" and you will not be disappointed. If you do not change, the only conclusion I would make is that you were not paying attention. I am happy to take a call or an email."

~ Health System

"Outstanding and heartfelt virtual presentation. Employees were engaged for the entire 1 hr plus, and are already asking, "when is he coming back." It's an almost impossible task to keep adults engaged for this length of time on a Friday afternoon. You upended everyone's expectations and successfully/effortlessly navigated all cultural sensitivities. The personal examples of your life experiences were comical but relatable.....a good anecdote or story is always priceless. Truly appreciated!"

~ Community Health Center

"Today was something I'll remember – and rely upon – for the rest of my days. Thank you for sharing YOU with our team. Elevated and elated, we are, and we appreciate your wisdom and guidance."

~ Federally Qualified Health Center

"Virtual webinars can be challenging when all of us are on mute. You were able to get the audience engaged with your presentation. I had leaders texting me throughout with how touching it was and how much they learned. One even said she was on the verge of tears a few times. Thank you for your time and your commitment to this topic. It is very applicable in the time we are in. Excellent job!"

~ Federally Qualified Health Center

"I personally hung on every word. Your wisdom is astounding. If that did not get peoples' attention to move forward with change then they must be brain dead! Thanks again. I am hopeful that this is just the beginning of your engagement as we progress through this journey."

~ University

"The 330+ leadership team at our hospital gave Dr. Sotile a spontaneous standing ovation...Our leaders are very discerning. This is the highest compliment that one could receive."

~ Healthcare Service Provider

"Dr. Sotile's session at our Roundtable was fabulous! He got outstanding on EVERYTHING from EVERYBODY! Everyone loved his stories and his humor, and many noted that he provided them resources and tools to deal with the complexities of their "new reality" in a whole new way. His in-the-trenches experiences and his research make his work all the more compelling. He is a truly unique presenter. We will have him back, regularly."

~ Regional Health System

“Physicians and staff have been raving about Dr. Sotile’s presentation all week. He touched many lives here. It was an absolute blessing to him work with us. The more groups that have the opportunity to work with Dr. Sotile, the better off the healthcare field will be.”

~ Urology Practice

“Wayne’s keynote address was the best that I have ever heard – and I have been in this system for 28 years; in Management and Leadership for 10 years.

~ Regional Health System

“When I saw that Dr. Sotile was on the agenda, I changed my return flight home, just to hear him speak again. And I’m glad I did! Best presentation of the conference. The perfect combination of the theory, research, practical approaches, and humor. And, as always, his stories make me laugh, think, cry, and remember the importance of who I am and of what I do. Beyond excellent!”

~ International Healthcare Conference



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