

# The Weight of Care: Group Coaching for Clinical Leadership

**The same compassion that drives you can also weigh you down –  
let's carry it together.**

Caring for others in medicine is both deeply meaningful and deeply heavy. Leaders of frontline clinicians carry not only their own experiences of stress and trauma but also the responsibility of leading teams through compassion fatigue, burnout, and secondary trauma.

The Weight of Care: Group Coaching for Clinical Leadership Program is a six-month group coaching pilot designed for UKCOM leaders of frontline clinicians (chairs, chiefs, medical directors, etc.) in departments that currently have an identified well-being leader appointed. This program creates a trusted space to reflect on the emotional toll of clinical leadership, learn practical strategies, and build resilience alongside peers who understand the weight you carry.

Over the course of monthly lunch-time sessions, participants will:

- Learn practical tools to recognize and respond to occupational stress
- Strengthen emotional intelligence, presence, and clarity as leaders
- Build trusted peer connections across departments
- Practice empathic leadership to support teams without defaulting to “fix-it” mode
- Establish a strong foundation for department well-being

## Who Can Apply

- Leaders of frontline clinicians in role  $\geq$  6 months, in good standing, and able to attend all sessions
- One participant per department (Note: department *must* already have a well-being leader appointed)
- Completion of STSS self-screening required (moderate or low/none scores eligible)
- Eligible positions may include chair, chief, vice chair, medical director, etc.

Applicants must be able to attend all of the group coaching sessions (January 27, February 24, March 24, April 21, May 19, June 16, 2026). Applications due October 17th, 2025 at 5pm.

## Timeline

|                  |             |                                         |         |
|------------------|-------------|-----------------------------------------|---------|
| October 6, 2025  | 12-12:30 pm | Information Session & Applications Open | Virtual |
| October 17, 2025 | 5 pm        | Applications Due                        | n/a     |
| November 7, 2025 | 5 pm        | Program Attendance Confirmations        | n/a     |

## Agenda

|                   |            |                                   |         |
|-------------------|------------|-----------------------------------|---------|
| December          | Varies     | Welcome & Individual Orientations | Virtual |
| January 27, 2026  | 12-1:30 pm | Session 1                         | TBD     |
| February 24, 2026 | 12-1:30 pm | Session 2                         | TBD     |
| March 24, 2026    | 12-1:30 pm | Session 3                         | TBD     |
| April 21, 2026    | 12-1:30 pm | Session 4                         | TBD     |
| May 19, 2026      | 12-1:30 pm | Session 5                         | TBD     |
| June 16, 2026     | 12-1:30 pm | Session 6                         | TBD     |