

The Texas Children's Physician Organization Well-Being Council

Texas Children's is strengthening our culture of physician and provider support across the Texas Children's Physician Organization (TCPO). We are seeking engaged, solutions-oriented clinicians to serve as department representatives on the Texas Children's Well-Being Council.

This is an opportunity to serve as a trusted voice for your colleagues, helping elevate frontline perspectives and shape system-wide initiatives that support physicians and providers in thriving personally and professionally.

Mission

The TCPO Well-Being Council is a system-wide, data-driven and sustainable effort to:

- Strengthen clinician support and professional fulfillment
- Reduce burnout
- Foster a culture of Joy in Medicine across Texas Children's

Council Structure

- Department and service line representation across TCPO
- Partnership with senior leaders to ensure recommendations can be acted upon
- Focused on solutions that improve systems, workflows, culture and support resources

Why This Matters

We believe clinician well-being is shaped not only by individual factors but also by the organization's systems and culture. Prioritizing clinician support:

- Strengthens quality and patient safety
- Improves retention and recruitment
- Responds to feedback from clinical teams, including opportunities to improve:
- Culture and engagement
 - Communication and transparency
 - Trust between leadership and frontline teams
 - Responsiveness to assessment findings

Key Principles

- **Assess** key drivers of burnout annually
- **Engage** clinical and operational partners to co-develop solutions
- **Use evidence and data** to guide action and measure progress
- **Reflect HEART** values in building a culture where clinicians can thrive

Commitment

- The Council meets monthly with department representatives
- Departments hold monthly feedback sessions/listening touchpoints with representatives
- The Council reports quarterly to the Systems, Innovation and Quality Board

Apply to Join the Council

If you are interested in serving as a department representative, please submit an application describing:

- Why you are interested in participating
- What perspectives you would bring
- How you would engage and represent your department.

[Click here](#) to submit your application by **March 14**

