

# System Office Colleague Care Team Overview

To grow and sustain a culture of colleague resilience and well-being!



## Reference Sheet for System Office Leaders

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### What is a Colleague Care Team?

During the COVID-19 crisis, Trinity Health established the Resilience and Behavioral Health Task Force to address the wide range of needs associated with the experience and stress impact for our colleagues. Colleague Care Teams are in place in every Health Ministry to ensure that all colleagues, and particularly those working in highly-stressful and demanding units, are supported during the COVID-19 crisis. The intention of the Colleague Care Team is to live beyond the COVID-19 pandemic and continue as an integral part of our Trinity Health Culture.

### Who are we?

Your System Office Colleague Care Team (SOCCT) is a small group of passionate colleagues who strive to create and sustain a culture and climate of resilience and well-being for our System Office colleagues. We are part of the larger network of Colleague Care Teams across Trinity Health who share ideas and practices. Please feel welcome to reach out with your questions, needs, and/or thoughts for our services.

- Mario Brunetta, Vice President Mission / Accountable Executive SOCCT
- Martha Murphy, Senior Vice President SO CHRO / Accountable Executive SOCCT
- Steve Tuohy, Vice President, TIS / Accountable Executive SOCCT
- Dante Leo, Senior HR Consultant / SOCCT Member
- Barb Matti, Director, Talent Acquisition / SOCCT Member
- Julie Merrick, Consultant CC&E / SOCCT Member
- Debra Rockey, Lead Consultant CC&E/ SOCCT Coordinator

### How do we promote Colleague Care?

- Focus on Leaders: Our aim is to provide leaders with the tools and experiences to enable them to be competent and confident in their support of colleague care.
- Provide traditional rounding (virtual/call): We periodically "check-in" with leaders for a quick chat. We also welcome leaders to provide us with names of colleagues to connect with. Colleagues welcome an opportunity to be "seen" and know that they are valued.
- Provide "eCards" to send to colleagues: A special card of gratitude can be sent with a personalized message from leaders to their teams and others. They can be found in the System Office Colleague Care section on the Manager Resources page of the COVID-19 Resources site: [Trinity-Health.org/covid-19-resources/find-a-resource/hr-guidance-manager-resources/](https://Trinity-Health.org/covid-19-resources/find-a-resource/hr-guidance-manager-resources/)
- Host a Group Rounding, a community – for discussion and exchange. Based on "crowd-sourced" leader topics – the SOCCT will periodically host sessions focused on promoting resilience and well-being. These recorded sessions can be found in the System Office Colleague Care Resources section on the Manager Resources page of the COVID-19 Resources site: [Trinity-Health.org/covid-19-resources/find-a-resource/hr-guidance-manager-resources/](https://Trinity-Health.org/covid-19-resources/find-a-resource/hr-guidance-manager-resources/)

### What other resources are available?

- For information and resources to nurture body-mind-spirit resilience and support mental health, visit the Trinity Health Colleague Care page: [Trinity-Health.org/Colleague-Care](https://Trinity-Health.org/Colleague-Care)
- Note: The SOCCT does not take the place of pre-existing resources available to Trinity Health colleagues like Carebridge EAP or behavioral health services available through the colleague health plan.

**Contact Us!** [SystemOfficeColleagueCareTeam@trinity-health.org](mailto:SystemOfficeColleagueCareTeam@trinity-health.org)