

# Zakery Sloan

Eastern State Hospital's (ESH) Work Learning Program (WLP) is part of an academic-practice partnership between the University of Kentucky, UK HealthCare, UK College of Nursing, UK College of Social Work, and Eastern State Hospital.

The purpose of the WLP is to advance education, enhance staff development, support research, and improve patient outcomes. The program provides evidence-based support to full-time employees admitted to the Work Learning Program including a study room, paid study time, peer tutoring, and bonding activities.

## Capstone Project

### Neuroleadership: a New Burnout Prevention Strategy

This capstone project examines the current state of burnout, prevention strategies, prevalence, and introduces neuroleadership as a new leadership theory to advance burnout prevention among the public human service population. Neuroleadership presents a new conceptualization of leadership practice and burnout prevention method by utilizing neuro-informed leadership practices.

The first product completed was a systematic literature review. This literature review addressed the research question, "how can neuroleadership improve employee retention and decrease burnout in public human service agencies?" These neuro-informed strategies give leaders a new level of insight into the impacts of their leadership practices on the individuals around them. Furthermore, many key neuroleadership concepts and practices have been directly linked to decrease burnout and improved retention.

The second product, the conceptual paper presented neuroleadership as a new leadership strategy to address burnout. Current neuroleadership literature indicates that this leadership theory has shown some efficacy in preventing burnout. Neuroleadership provides new insights to inform innovation in leadership practice and burnout prevention.

The final product, the practice application paper utilizes the knowledge gathered during the systematic literature review and conceptual paper to form a voluntary leadership coaching and consulting presentation. This coaching presentation will provide training to members of organizational leadership. This leadership coaching presentation will present neuroleadership as an innovation in leadership practice to prevent burnout. The coaching presentation will include general education on burnout principles, how to identify warnings signs of burnout, brief overview of current prevention techniques, overview of neuroleadership principles, review practical neuroleadership prevention techniques, and case scenarios to practice neuroleadership techniques.



## 2022 Doctorate of Social Work Graduate

**For more information, contact:**

**Heather Robertson, Work Learning Director**

**Dr. Chizimuzo Okoli, Director of Evidence-Based Practice**

[HRobertson@uky.edu](mailto:HRobertson@uky.edu)

[www.uky.edu/bhwell](http://www.uky.edu/bhwell)