Introduction
Coronavirus affects us all

We are in this together.

• Atrium Health is committed to providing you with the most up-to-date information.

• Fact vs. Fiction
  • Every employee doesn’t need to be tested
  • A negative test today doesn’t mean the employee won’t test positive tomorrow
Current state and general guidance
NC case count growth

Source: npr.org
SC case count growth

Source: npr.org
Signs and symptoms

- Fever
- Loss of smell and/or taste
- Cough
- Shortness of breath
What to do if you feel sick

Stay home
Most people with coronavirus have mild to moderate symptoms and can recover at home. Rest up and prevent germs from spreading by staying home and away from others for 14 days.

Get assessed and cared for from home
For more mild symptoms, keep yourself and others safe by getting medical care from the comfort of home. If you need help, use our free COVID-19 risk assessments to get care recommendations.

Call ahead for in-person care
If you need in-person, call before you arrive at the doctor’s office or emergency room. This will help your healthcare providers take steps to get you the right care and keep others from being exposed.

If symptoms are life-threatening, call 911 immediately
Guidelines for sick or symptomatic employees
Return to work guidelines
For sick employees & those with flu-like/coronavirus-like symptoms

Employee should stay out of work until the following have been satisfied:

• **At least 3 days** (72 hours) have passed since:
  • Their fever is gone without using any fever reducing medicines - acetaminophen (Tylenol), ibuprofen (Advil) or naproxen sodium (Aleve)
  • Their respiratory symptoms (cough, shortness of breath) are better

AND

• **At least 7 days** have passed since their first symptoms appeared
What to do if an employee becomes symptomatic

Immediate action to take with the symptomatic employee:

• Separate the employee from others
• Gather their belongings
• Send them home
• **Severe symptoms (e.g.: difficulty breathing):** send employee to the ER
• If symptoms are life-threatening, call 911 immediately
Best practices to prevent spread

- Wash your hands with soap and water
- Avoid close contact with someone who’s sick
- Don’t touch your face
- Stay home, even if you feel well
- Clean and disinfect things people touch frequently
- Wear a mask in busy public settings
- Stay informed with accurate information
Addressing employee behavioral health needs
Reestablishing a routine

- Encourage your employees and yourself to start small
- Clean your area first and declutter
- Understand the natural resistance to change – even when going back to the previous norm
- Allow some flexibility
- Develop a loose structure and then gradually increase specificity and structured time
Fears about proximity to others

Focus on what you can control:

- Hand and area hygiene
- Avoiding large crowds
- Follow the distancing guidelines
- Get regular sleep
- Encourage and perform self-care
- Listen to concerns and address them
- Follow the recommendations of the Centers for Disease Control and Prevention (CDC)
- Focus on this moment in time to decrease anxiety
The grieving process

“Every time I find the meaning of life, they change it.”

- Reinhold Niebuhr
The grieving process (cont.)

- Remember this is impermanent
- Stay in the present
- Understand what we can control and what we can’t
- Self-compassion for our failures and for those of others
- Allow your employees and yourselves to grieve the transition to staying at home as well as the transition back to work
- Remember that there will continue to be fear about the future and that grief has no timeline
- Remind employees of their value to the organization
Retaining or rebuilding your credibility as a leader

Thoughtfully evaluate how you led during the past few weeks.

- Were you available?
- Were you as transparent as you could have been?
- How did you maintain a connection with your staff?
- Did you help them produce solutions they needed?
- How did you appreciate them?
- If your leader had acted as you did, would you follow them now?
Retaining or rebuilding your credibility as a leader

- Apologize
- Be available and listen
- Be transparent
- Connect to purpose
- Attend to their needs
- Suspend judgment about mistakes
- Appreciate them

- Forbes – Dede Henley 3/13/2020, “How to Step up your leadership in times of adversity”
- “Does my request exceed our relationship?” – John Maxwell in the 360 degree leader 2011
Determine existing company programs/resources and promote

For example:

- Employee Assistance Program
- Free health education
- Coaching or other wellness programs
- Virtual health services
Ruth Krystopolski, MBA
Senior Vice President, Population Health

Closing remarks
Reminder

Follow-up meeting:
Wednesday, May 6, 3-4 PM

TOPICS COVERED:
• Operational considerations
• Administrative considerations
• Newest updates

Questions for the next town hall?
Email: Kimberly.Ferguson@AtriumHealth.org
Thank you.