CPA's Division of Consulting and Industrial/Organizational Psychology (Division III) presents:

Leading Without Burnout: Building Psychologically Safe and Sustainable Workplaces

Presented by: Azadeh H. Weber, PsyD and Sarah Lockenmeyer, PsyD

Description:

Burnout is often framed as an individual problem of coping and resilience. Yet psychologists working as consultants, leaders, supervisors, and organizational change agents can also examine the systems in which burnout develops. This workshop draws on psychological and organizational science to explore how workload, role clarity, leadership practices, communication, psychological safety, conflict, and organizational culture can contribute to—or protect against—occupational burnout. Participants will learn a practical framework for moving beyond an individual-focused understanding of burnout toward assessment and intervention at the team and organizational levels.

After attending this event, participants will be able to:

1. Differentiate individual-level contributors to occupational burnout from organizational and work-design factors associated with burnout and exhaustion.
2. Identify at least three organizational factors to assess when consulting with teams experiencing burnout.
3. Apply an organizational framework to develop at least two system-level strategies that support sustainable functioning, professional well-being, and team effectiveness.

Azadeh H. Weber, PsyD, is a California-licensed clinical psychologist with more than 13 years of clinical experience and a background spanning clinical psychology, organizational development, international psychology, and holistic health. She is the founder of Bayt Al Qulub Psychology and has previously served on the California Psychological Association's Division 3 Board for Organizational and Industrial Psychology. Dr. Weber's doctoral research examined the relationships among self-efficacy, organizational structure, and leadership style, providing a foundation for her interest in how leadership and organizational environments influence individual and professional well-being.

Sarah Lockenmeyer, PsyD, is a psychologist, educator, organizational consultant, and continuing education trainer with more than 10 years of experience in community mental health. She serves as adjunct faculty at the California Institute of Integral Studies and provides organizational consultation focused on psychologically safe, sustainable workplaces. Her consulting and training integrate applied neuroscience, emotional intelligence, mindfulness, restorative approaches, and organizational practice to strengthen communication, team cohesion, leadership capacity, and well-being while reducing burnout.