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# Cytopathology & Histopathology

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### Transforming burnout to engagement by optimizing today's dynamic medical laboratories

Laboratory services may be considered the life source of health care and yet goes primarily unnoticed until an adverse event arises. Laboratory services are vital in 65% to 70% of patient diagnoses by providing critical and timely medical test results. Aside from professional obligations, laboratory personnel face an unprecedented time in healthcare resulting in significant restructuring of the laboratory. The expectations for faster, more precise and technological advanced testing continue to grow leading to extreme demands on medical laboratory services. Some of these expectations may translate to negative job related effects such as burnout, increased staff turnover, absenteeism, job dissatisfaction and poor health. To mitigate these challenges, personnel may benefit from access to development tools to alleviate employment pressures. Areas of focus will include a comparative analysis of leadership styles. In addition, an optimization proposal will be offered through exploring enhanced communication, team development and workplace culture. Despite the eminent rapid changes in healthcare coupled with stringent workplace expectations, the medical laboratory team has the opportunity to transform and lead change with a carefully developed plan.

#### Biography

Mari Yang is currently the Director of Anatomic Pathology and Cytology at Hoag Memorial Presbyterian Hospital in Newport Beach, CA. She has graduated with a Doctorate in Management and Organizational Leadership from the University of Phoenix in 2016. She is certified in Cytotechnology and Histotechnology with the American Society for Clinical Pathology. She also did Masters in Health Administration and has been working in Laboratory Medicine for over 10 years. Her goal is to elevate Laboratorians across the nation through education and modeling practices.

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