



# WCWI PODCAST



*Changing the Narrative of  
Employee Wellbeing*  
with

## ELEVATING THE FOCUS ON EMPLOYEES AND SHARING ACCOUNTABILITY FOR A HEALTHY CULTURE

In this episode, Marissa interviews Sue McKenzie Dicks, Vice President of Healthy Culture at Rogers Behavioral Health. Sue is a storied leader in the health and mental health field. Sue cares about supporting the whole person and she leads through acting in compassion and with curiosity. In this discussion, Sue takes us through her experiences and insight of digging deep into culture work. She talks about how Rogers is working to elevate the focus on their employees at all levels and is actively figuring out the really difficult business decisions that have to be made in order to stay true to elevating the focus on their employees. Sue is humble as she describes her experience in the culture work at Rogers and shares how her own leadership centers on cherishing people and their growth through all their complexities. This conversation digs into her insight and what she's learned through the many phases of progress to form a safe, inclusive, and healthy culture and environment where everyone belongs.

Sue has led the development of educational programs and collaborative projects in the health field at a local, state, and national level. She provided national training under grants from CDC, Substance Abuse and Mental Health Services Administration, and the Department of Education. As the Vice President of Healthy Culture at Rogers Behavioral Health, she provides leadership to internal culture efforts including equity, resilience and wellbeing and she facilitates WISE (Wise Initiative for Stigma Elimination) which is a nationwide coalition of organizations and individuals promoting inclusion and support for all affected by mental illness. Her collaborative work on culture change through compassion resilience has reached audiences across the world. Innovative program design, collaborative leadership skills, and tenacity are key assets she brings to Rogers and WISE. I learn a lot from Sue in this conversation and know you'll enjoy it too. Listen in to this information-rich, purpose-driven, and hopeful conversation with Sue!

### Connect with Sue:

LinkedIn: <https://www.linkedin.com/in/sue-mckenzie-dicks-3793202/>

Compassion Resilience Toolkits: <https://compassionresiliencetoolkit.org/>

Rogers Behavioral Health: <https://rogersbh.org/staff/sue-mckenzie-dicks>

WISE: <https://eliminatestigma.org/>

### SUE MCKENZIE DICKS

"I think overall, things that are happening in the world are leading all of us to look very seriously at our cultures. Compassion resilience gave an on-ramp for our organization in the culture conversation."

"Part of the experience of the toolkit is having conversations that maybe people have not had before. So it's requiring a level of vulnerability. They may be what we'd call crucial conversations – talking about difficult topics. So in the process of these conversations, they're learning how to be together as a team. They're also identifying things that others need to hear."