



**6<sup>th</sup> International Meeting on  
Well Being and Performance in Clinical Practice**

**13-17 May, 2026**

**Kastoria, Greece**



Over the past decade, what began as a gathering of colleagues has quietly evolved into something far more meaningful—a community. Every two years, we come together not only as health professionals, but as individuals who carry the weight of care, responsibility, and human connection in our daily lives. This year, in the serene landscape of Kastoria, we meet again—49 voices, 40 journeys, united by a shared purpose.

The **WELLMED** meetings are rooted in a simple yet profound understanding: that science and humanity are not separate paths, but deeply intertwined. Clinical excellence cannot exist in isolation from the well-being of the professional who delivers it. Behind every decision, every diagnosis, every moment of care, there is a person—thinking, feeling, striving.

In our work, we are trained to measure, to analyze, to rely on evidence. And yet, we also know that medicine is practiced in the space between data and emotion. It is shaped by resilience, empathy, fatigue, hope, and sometimes even quiet doubt. **WELLMED** exists to honor both sides of this reality—to explore the science that guides us, while also giving voice to the emotional experience that sustains us.

Returning here, again and again, is not just a tradition—it is a commitment. A commitment to pause, to reflect, to listen, and to reconnect with ourselves and with each other. In a profession that often asks us to give endlessly, this gathering reminds us of the importance of receiving: support, understanding, and renewed perspective.

As we begin this year’s meeting, may we embrace both the knowledge we seek and the stories we carry. May we leave not only better clinicians, but more grounded, more aware, and more connected—to our work, to our patients, and to one another.

Welcome back!

Collegiate Regards

Efharis Panagopoulou



**The Wellmed team:**

*Vicky Spatoula, DDS, MSc, PhD*

*Zoi Rapti, MSc*


*Marina Kreka, MSc*

*Cali Kolovou, MSc*

*Alexandros Montgomery*





*Ilias Thermidis*

## Wednesday 13 May 2026

19:00 - 20:00:	<b>WELCOME ADDRESS</b> Efharis Panagopoulou
20:00: 	<b>OPENING CEREMONY</b>

## Thursday 14 May 2026

08:00 - 09:00:	<b>Yoga Session</b>
09:00 - 10:00: 	<b>ORAL SESSION</b> <b>Women's Health and Wellbeing</b> Convenor: Veronica (Ronnie) Sullins
	1. Barriers and Facilitators to Balancing Work and Motherhood Among Women Doctors: The Irish Experience. <i>Sanjana Biju, Caoimhe Madden, Paul O'Connor, Dara Byrne, Niamh Humphries, Grant Jeffrey, Jennifer Finnegan, Keelin O'Donoghue, Sarah Fitzgibbon, Sinéad Lydon</i>
	2. TIME: The Impact of Menopause Realist Evaluation Study. <i>Fatma Sabet, Jessica Scott, Jason Hancock, Jacqui McBurnie, Karen Mattick</i>
	3. Menopause and the healthcare workforce: a scoping review and stakeholder consultation. <i>Jessica Scott, Jason Hancock, Morwenna Rogers,, Jacqui McBurnie, Karen Mattick</i>
10:00 - 11:00: 	<b>KEYNOTE</b> Anthony Montgomery, Northumbria University, Newcastle Organisational silence: A Silent Killer of Health Professional Well being?
11:00 - 11:15:	<b>Stretching</b>
11:15 - 12:15: 	<b>SYMPOSIUM</b> <b>The Hidden Cost of Silence: How Speaking Up Protects Our Professional Soul</b> Convenor: Orit Karnieli-Miller
	1. To Speak or Not to Speak? Medical Students' Deliberation About Professionalism Breaches. <i>Orit Karnieli-Miller, Galit Neufeld Kroszynski</i>
	2. Relational Assertiveness: A Pathway Beyond Silence in Clinical Encounters. <i>Maayan Gutgeld-Dror, Guy Lahat, Nathaniel Laor, Orit Karnieli-Miller</i>
	3. Animating Moral Courage: Exploring the Power of Animation to Promote Moral Reflection in Medical Students. <i>Orit Karnieli-Miller, Itamar Matalon, Galit Neufeld Kroszynski, Lior Rozental</i>
12:15 - 12:45: 	<b>Coffee Break</b>

12:45 - 14:15:	<b>ORAL SESSION</b>
	<b>Wellbeing at Work</b>
	Convenor: Carter Lebares
	1. The Care Under Pressure 3 realist evaluation of support for hospital doctors' workplace wellbeing in England. <i>Carrieri D, Pearson A, Melvin A, Bramwell C, Hancock J, Scott J, Foster Collins H, McPhail S, Pearson M, Papoutsi C, Wong G, Mattick K.</i>
	2. Workplace Determinants of Physician Well-Being: A Dual-Level Assessment of Psychological, Cultural, and Structural Factors. <i>Sofiya Abedali, , Joost van den Berg, Alina Smirnova, Kiki Lombarts</i>
	3. Exploring Healthcare Professionals (HCPs) Psychological Wellbeing at Work and Patients' Experiences of Care. <i>Kathryn Bamforth, Helen Lloyd, Bridie Kent, Susie Pearce</i>
	5. Sleepless but Driven: How Motivation Counters Burnout in Quick Return Shifts <i>Einav Srulovici, Ania Lauz Hatukay, Natalie Zion, Tamar Shochat</i>
	6. Care for the Caregiver Program (CFC): Scaling a peer-based, integrative, evidence informed approach to George Washington University (GW) healthcare workforce well-being. <i>Viktoriya Karakcheyeva, Leigh Frame, Patrick Corr</i>
14:15 - 15:30:	<b>Lunch</b>
	
15:30 - 16:15:	<b>EXPERT ROUNDTABLE</b>
	<b>Empathy in Health Professionals</b>
	Convenor: Paulo Veloso Gomes
	1. The Emotional Architecture of Empathy: Presence and Immersion in Virtual Reality <i>Paulo Veloso Gomes, Rui Pimenta, Raquel Almeida</i>
	2. From Empathy to Literacy: Immersive Learning for Future Health Professionals. <i>Rui Pimenta, Raquel Almeida, Paulo Veloso Gomes</i>
	3. Measuring Empathy: Physiological and Behavioral Insights from Immersive Simulations <i>Rui Pimenta, Raquel Almeida, Paulo Veloso Gomes, António Marques</i>
	4. Empathy among dental health professionals: are male and female equal? <i>Nir Uziel, Efrat Gilon, Yossi Meyersson, Ilana Eli</i>
16:15 - 17:15:	<b>Coffee Break</b>
	
17:15 - 18:45:	<b>WORKSHOP</b>
	<b>A Back Door to Our Hearts: Writing Our Way to Purpose and Joy in Medicine.</b> <i>Carolyn Roy-Bornstein</i>

## Friday 15 May 2026

09:00 - 12:00:	<b>WALK &amp; TALK</b>
	Exploring Kastoria Lake and Visiting Dragon's Cave
12:15 - 12:45:	<b>Coffee Break</b>
	
12:45 - 14:00:	<b>ORAL SESSION</b>
	<b>Nurses Resilience and Wellbeing</b>
	Convenor: Maria Karanikola
	1. Beyond Positivity and Negativity: The Role of Discrete Emotions and Resilience in Midwives' Emotional Labor. <i>Nadya Golfenshtein, Ester Dery, Anat Drach-Zahavy</i>
	2. Nurses Navigating Clinical Tensions Between Protocol Adherence and Clinical Judgment: A Paradox Theory Lens. <i>Dana Brik, Nadia Golfenstein, Anat Drach-Zahavy</i>
	3. Nurturing Nursing Managers: Safeguarding Resilience and Accountability to Shield Against Burnout. <i>Einat Perez Berenshtein, Bahaa Rafoul, Gila Hyams, Einav Srulovici</i>
	4. Navigating the Paradox of Outcome Accountability: A Qualitative Study of Nurses' Motivation, Professional Judgment, and Well-Being. <i>Layla Suliman, Anat Drach-Zahavy, Hadass Goldblatt, Hanna Admi, Ilana, Peterfreund, Liora Sabah, Einav Srulovici</i>
	5. Moral distress and vicarious trauma among midwives and maternity care nurses in the Republic of Cyprus: A mixed-methods study. <i>Ioanna Christou, Maria Dimitriadou, Sokratis Sokratous, Meropi Mpouzikas, Nicos Middleton, Maria Karanikola</i>
	6. Academics' perspectives on midwifery students' moral distress and psycho-emotional trauma. <i>Maria Karanikola, Frederikos G. Christou, Iraklidia Papairaklidiou, Maria Dimitriadou</i>
14:00 - 15:30:	<b>Lunch</b>
	
15:30 - 16:15:	<b>EXPERT ROUNDTABLE</b>
	<b>The Fundamental Role of the Arts and Humanities in Medical Education</b>
	Convenor: Efharis Panagopoulou
	The Integrative Role of Arts and Humanities in Medical Education. <i>Lucy Woodham</i>
	The Value of Personal Experience to Educate Medical Students. <i>Vasiliki Spatoula</i>
	Doctor-Patient Communication: From skills training to emotional connection. <i>Ged M Murtagh</i>
16:15 - 17:15:	<b>Coffee Break</b>
	
17:15 - 18:45:	<b>WORKSHOP</b>
	<b>Narrative Medicine: Employing the Power of Story in Clinical Practice and Clinician Well Being.</b> <i>Catherine Rogers</i>
18:45 - 19:00:	Stretching
19:00 - 20:30:	<b>WORKSHOP</b>
	<b>Creating Wellbeing Ripples: From Personal Practice to Organisational Impact through AI-Enhanced Interventions.</b> <i>Stephan Schoenig</i>

Saturday 16 May 2026

08:00 - 09:00:	<b>Yoga Session</b>
09:00 - 11:00:	<b>SYMPOSIUM</b>
	<b>Practical Implementation of the Science of Physician Wellness: Turning Data Into Action!</b>
	Convenor: Jane Lemaire
	1. Making Physician Wellness Measurement Count. <i>Garielle Brown, Chloe de Grood, Jane Lemaire, Alicia Polachek</i>
	2. Surgeon Wellbeing With a Lens on Actionable Targets for Workplace Change. <i>Carter Lebares, Ronnie Sullins</i>
	3. Change Management is Key to Successful Implementation of Physician Wellness Initiatives. <i>Melanie Hnatiuk, Garielle Brown, Melanie Hientz, Alicia Polachek, Jane Lemaire</i>
11:00 - 11:15:	<b>Stretching</b>
11:15 - 12:15:	<b>SYMPOSIUM</b>
	<b>The CARES-Well research programme: a partnership for achieving nationally-significant, systems-level change in healthcare staff wellbeing.</b>
	Convenor: Karen Mattick
	1. A synthesis of the Care Under Pressure research, using realist methods, that provides the foundation for the CARES-Well programme grant. <i>Karen Mattick</i>
	2. The CARES-Well research programme and how we are using co-design methods to engage employers and healthcare staff including seldom heard staff. <i>Jill Maben</i>
	3. Implementing a systems approach to improving organisational culture - and thereby wellbeing. <i>Cath Taylor</i>
	4. Some 'bundles of interventions' identified by the CARES-Well project from healthcare and other safety-critical industries. <i>Karen Mattick, Jill Maben, Cath Taylor</i>
12:15 - 14:15:	<b>Coffee Break</b>
	
12:15 - 14:00:	<b>ORAL SESSION</b>
	<b>Fostering Wellbeing in Healthcare</b>
	Convenor: Jane Lemaire
	Trauma-informed supervision and management of doctors in training: a call for action. <i>Richard Darnton</i>
	A qualitative study of reflective practice (Balint) groups for emergency medicine resident doctors. <i>Daniel Darbyshire, Richard Parris, Hannah Cappleman, Jane Shlosberg, Jade Baker, Harriet Kennedy, Rhiannon Conway, Alex Johnson, Geoff Haynes</i>
	Developing Confident Peer Supporters: Exploring the Impact of Physician Peer Support Training Across Demographic Characteristics. <i>Jane Lemaire, Garielle Brown, Alicia Polachek</i>
	Fostering Well-being through Inclusive Small Groups: Challenges and Strategies from Medical Education Facilitators' Perspectives. <i>Dana Tenne-Fishbain, Keren Michael, Lior Rozental, Orit Karnieli-Miller</i>
	Direct Supporters & Strategies for Handling Challenging Behavior in Individuals with Intellectual Disabilities. <i>Nadya Golfenshtein, Shlomit Ilan, Anat Drach-Zahavy</i>

14:00 - 15:30:	<b>Lunch</b>
	
15:30 - 17:00:	<b>STEP INTO THE STONE AGE</b>
	Visiting Open Museum of Dispilio
19:00 - 20:00:	<b>CLOSING CEREMONY</b>
20:00:	<b>DISCO PARTY</b>
	