

Healthcare Reimagined: The VA's Whole Health Revolution as a Blueprint for a Purpose-Driven Paradigm Shift in Healthcare



WHAT MATTERS TO YOU, MATTERS IN YOUR CARE.

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BACKGROUND

The U.S. Healthcare System faces persistent challenges, including:

- Rising costs
- Fragmented care
- Chronic disease burden
- Workforce burnout, and
- Misaligned incentives

The Veteran's Affairs (VA) has successfully implemented a system-wide

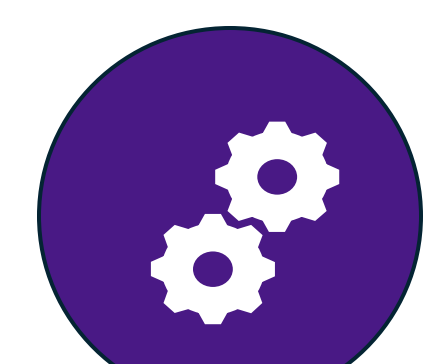
Whole Health transformation, resulting in:

- Improved outcomes across all domains
- Shift in care from disease-centered to person-centered, whole-person care (including physical, mental, spiritual, social, and emotional dimensions of health)



OBJECTIVES

- Introduce a blueprint synthesizing VA innovations.
- Identify core leverage points and structured implementation pathways.
- Provide a foundation for advancing value-driven, person-centered care.



METHODS

- Synthesized VA Whole Health literature, systems thinking theory, transformational models, and thematic analysis of leadership interviews.
- Integrated key elements through conceptual mapping to form a seven-domain framework.
- Developed pathways for Whole Health system transformation.



RESULTS

The Healthcare Reimagined blueprint provides:

- A conceptual model of seven interconnected domains foundational to Whole Health system redesign
- The operational components, structural requirements, value-alignment mechanisms, and measurement strategies needed to implement Whole Health beyond the VA

The results identify:

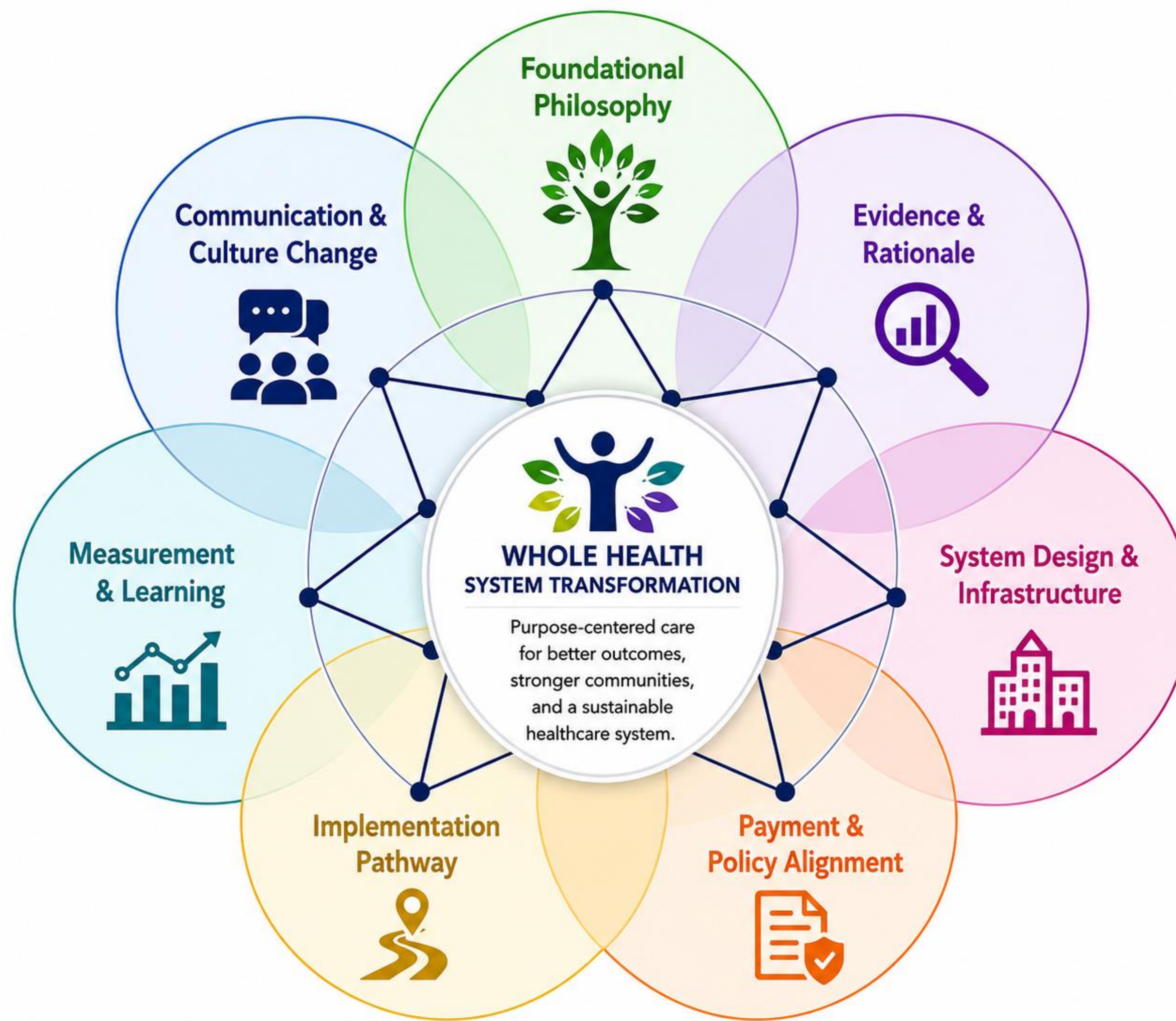
- Core leverage points, and
- A structured implementation pathway



CONCLUSIONS

Aligning philosophy, infrastructure, policy, and culture can improve patient engagement, clinician well-being, and overall system value. The blueprint demonstrates a transferable model for advancing value-driven, person-centered care across U.S. health systems.

SEVEN-DOMAIN FRAMEWORK FOR WHOLE HEALTH SYSTEM TRANSFORMATION



EXPLORE THE VA WHOLE HEALTH LIBRARY

Scan the QR code or visit www.va.gov/wholehealthlibrary/ to access tools, research, and resources to support Whole Health transformation.

CORE LEVERAGE POINTS



PURPOSE-CENTERED CARE

Shifting the question from "What's the matter with you?" to "What matters to you?" transforms experience and outcomes.



LEADERSHIP HUMILITY

Leaders who listen, empower, and model curiosity create conditions for transformation.



TRUST-BUILDING

Trust with patients, teams, and communities is the foundation of equitable, effective care.



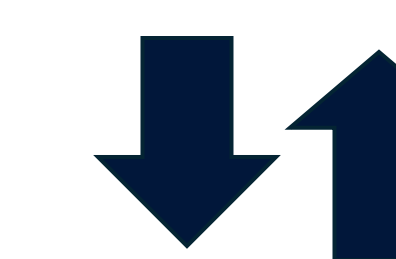
CULTURAL COHERENCE

A shared culture of compassion, belonging, and meaning sustains change across the system.



VALUE ALIGNMENT

Aligning incentives, resources, and policies with what matters most drives long-term value.



HOW THE PATHWAY OPERATIONALIZES THE LEVERAGE POINTS

- Grounds transformation in purpose at the start and sustains it over time.
- Engages conscious leadership throughout every phase to model and reinforce change.
- Builds trust through co-creation, modeling systems around what matters to individuals and communities.
- Aligns culture through leadership presence, and modeling through personal embodiment of Whole Health.
- Embeds self-care in the system early by facilitating workforce experience of Whole Health transformation.
- Establishes direction by clearly defining the transformed state of the system, and mapping how to get there.
- Aligns policies, incentives, and resources in real time, prioritizing learning and innovation across pilot, scale, and sustain.

THE IMPLEMENTATION PATHWAY



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| <ul style="list-style-type: none"> • Assess needs • Engage stakeholders • Define purpose | <ul style="list-style-type: none"> • Co-create the system and care model • Align with purpose, values, and context | <ul style="list-style-type: none"> • Test in real-world settings • Learn and refine, iteratively • Build early trust and momentum | <ul style="list-style-type: none"> • Expand and align across the system • Strengthen infrastructure, policies, and workforce • Deepen culture and leadership | <ul style="list-style-type: none"> • Embed in polices and operations • Measure what matters • Evolve, innovate, and sustain impact |
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SYSTEMS INTEGRATION

The implementation pathway operationalizes the core leverage points, which in turn strengthen and align all seven domains of the framework. TOGETHER, THEY CREATE A SELF-REINFORCING CYCLE OF TRANSFORMATION.

