



Bonus Think Tank 2025

SPEAKER BIOS

Jennifer Posa, PhD, MS



Dr. Jennifer Posa is an organizational psychologist whose efforts have been recognized by the Wall Street Journal and The New Yorker and featured on multiple podcasts highlighting the importance of workforce wellbeing to achieve peak performance. As a well-known thought leader in the areas of organizational support, psychological wellbeing, and workplace cultures, Dr. Posa has worked collaboratively with countless organizations to drive innovation, advancing the business application of wellbeing strategies to support high performance. Strongly committed to evidence-based approaches, she has been a catalyst for transformation while leading and advancing research agendas, measurement frameworks, and service models to meet today's challenges in some of the most demanding environments.

Prior to joining the CIA, Dr. Posa held multiple leadership positions with Johnson & Johnson including Global Head of Employee Mental Wellbeing & Workplace Effectiveness, responsible for mental health and wellbeing of 140,000 employees across 77 countries. Before joining Johnson & Johnson, Dr. Posa spent 17 years at Mayo Clinic in multiple business and strategy development roles focused on developing corporate cultures of health.

Dr. Posa holds a B.A. in Psychology from Denison University, an M.S. in Health Fitness Management from American University, and a Ph.D. in Organizational Psychology from Capella University.

Dr. Anna Fitch Courie, DNP, RN, PHNA-BC

Clemson University



Dr. Anna Fitch Courie serves as the inaugural Chief Well-Being Officer at Clemson University, where she leads the Elevate Well-Being strategic plan—an enterprise effort to embed health, well-being, and purpose across the campus and its statewide Cooperative Extension network. Drawing on more than 25 years of experience in nursing, public health, and organizational leadership, Dr. Courie integrates data, policy, and human connection to advance whole-community well-being.

Her leadership is grounded in the belief that caring—expressed through culture, systems, and relationships—is the root of thriving people and high-performing organizations. Under her guidance, Clemson has earned national recognition for its well-being innovations, including honorable mention for the Carolyn C. Mattingly Award for Mental Health in the Workplace.

An author and national thought leader, Dr. Courie’s work spans higher education, public safety, and community health. She is also founder of Built Well Consulting, helping organizations create cultures where people and purpose thrive. Her framework, *Leading Well: Self, People, Places*, inspires leaders to grow thriving individuals who, in turn, transform the world.

Jana Boehmer, MSM, RD/N

Veterans Health Administration



Jana Boehmer serves as the National Program Manager for the Chief Well-Being Officer Program for the Veterans Health Administration (VHA). She previously served as a co-lead for the Well-Being workstream of the VHA Reducing Employee Burnout and Optimizing Organizational Thriving (REBOOT) Task Force Implementation Team. Jana is a registered dietitian/nutritionist. She received her undergraduate degree in Nutrition from the University of Florida and her Master of Science in Management from the University of South Florida. She has worked for the VHA for over 20 years in a variety of Nutrition roles including Chief of Nutrition and Food Services at the Tampa VA before switching gears to focus on well-being, development and implementation of VHA field facing programs impacting employees.

Jen Fisher

The Wellbeing Team



Jen Fisher is a global authority on workplace wellbeing, bestselling author of *Work Better Together*, and the founder and CEO of The Wellbeing Team. As Deloitte US's first Chief Wellbeing Officer, she pioneered a human-centered approach to work that transformed how organizations view wellbeing. Drawing from her personal experiences with burnout and cancer, Jen helps leaders build cultures where people thrive—physically, mentally, and emotionally. She's also the creator and host of *The WorkWell Podcast*, a TEDx speaker, and a featured voice at global events including Workhuman, SXSW, and the Milken Global Conference.

Her work has appeared in *Harvard Business Review*, *Fortune*, and *CNN*, and she serves as the US Brand Ambassador for the World Wellbeing Movement and Director of Impact for Happiness Camp. Jen believes hope is a strategic imperative and helps leaders harness it to create workplaces that sustain and uplift people. She lives in Miami with her husband, Albert, and their dog, Fiona.

Larry Trilops

NorthBay Health



Larry Trilops is a healthcare advisor who has been in the industry for 30+ years. He has worked in the public, for-profit, and non-profit sectors of healthcare. Much of his career was spent in the executive level of organizations with large scopes of cultural, strategic, and operational responsibilities. He has experience working across various settings of the healthcare system.

As an executive, his primary focus was leading, growing, and operating large scale networks. He understands the value of enhancing services to stay consumer focused, competitive, and viable. Currently Larry is the Executive Vice President & Chief Strategy Officer for NorthBay Health in Fairfield, California. NorthBay Health is an independent, locally governed, non-profit healthcare system.

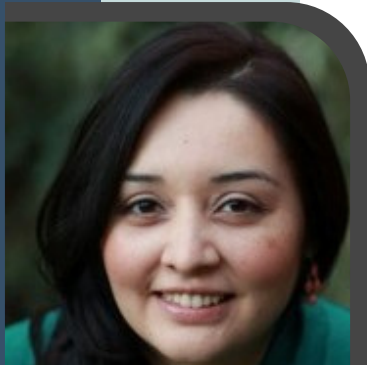
Larry graduated from King's College in Wilkes-Barre, PA, with a bachelor's degree in healthcare administration. He earned an MBA from the University of Dallas in Irving, Texas. In his personal time, he is an avid fisherman and enjoys spending time with his family.



Elizabeth Bachrad, MA, MSc

Business for Health, EB Consulting

Elizabeth Bachrad is a Population Health Strategist and Head of Strategy at Business for Health, a UK business-led coalition supporting long-term sustainable innovation and investment in preventative health and care. Bridging academia, government and industry approaches, she advises governments and organizations globally in human capital management to promote sustainable health, social development and community-level impact across the business ecosystem. She also sits on the US National Institute for Occupational Safety & Health (NIOSH) Healthy Work Design Taskforce and the Workplace Wellbeing Initiative for the Global Wellness Institute. With Masters in Sport Psychology and Population Health, she is a mission-driven advocate for achieving health, equity and environmental sustainability - The Triple Win.



Tanya Olmos-Ochoa, PhD, MPH

VA Greater Los Angeles

Tanya Olmos-Ochoa, PhD, MPH, is a health services researcher, evaluation specialist, and Director of Workforce Research at the Center for the Study of Healthcare Innovation, Implementation and Policy at the Veterans Health Administration (VA) Greater Los Angeles. She is corresponding principal investigator of the Leading Evaluations to Advance VA's Response to National Priorities (LEARN) Evidence-Based Policy Evaluation Center and leads the national evaluation of the VA's Chief Well-being Officer (CWO) initiative.



Sara Johnson, PhD

HERO

Sara Johnson, PhD, is the Co-President & CEO of ProChange Behavior Solution. She is also the Senior Research Fellow for the Health Enhancement Research Organization (HERO), immediate past Chair of the Art and Science of Health Promotion Conference, and immediate former Co-Editor of Knowing Well, Being Well. She has been the principal investigator on over \$10 million in federally-funded research. Sara has been recognized as one of the Top Ten Most Influential Women Scholars in Health Promotion by the American Journal of Health Promotion. Previous honors have included receiving HERO's Mark Dundon Research Award and being named one of the 50 on Fire by Rhode Island Inno and Health Care Services Woman to Watch by Providence Business News, as well as being selected as a Top 10 Health Promotion Professional by the Wellness Council of America. She has more than 40 publications.