

Bryan Scott McMillan Urges Clarity, Trust, and Mental Recovery in High-Pressure Workplaces

Fort Worth, Texas–based former medical device executive Bryan Scott McMillan is urging leaders to rethink burnout, communication, and decision-making in modern workplaces.

Southlake, Texas May 23, 2026 ([IssueWire.com](https://www.issuewire.com)) - Former medical device executive and nonprofit advocate Bryan Scott McMillan is raising awareness about workplace burnout, leadership fatigue, and the growing need for healthier decision-making practices inside high-pressure industries.

Drawing from more than 30 years in executive leadership roles, McMillan says many organisations confuse constant urgency with effective leadership — a mindset he believes is damaging both productivity and people.

“I spent years watching talented teams burn themselves out trying to move faster than the system could support,” McMillan said. *“At some point, exhaustion stops looking like commitment and starts creating mistakes.”*

Burnout Is Rising Across Industries

Recent workplace studies show:

- 77% of professionals report experiencing burnout in their current role.
- Employees experiencing burnout are 63% more likely to take sick days.
- Burnout-related turnover costs U.S. businesses billions annually through lost productivity and rehiring expenses.
- Workers under constant stress show measurable declines in decision-making quality, communication, and focus.

McMillan says many of these problems are preventable.

“Most burnout doesn’t come from hard work alone,” he explained. *“It comes from confusion, poor communication, and leaders creating pressure without clarity.”*

Lessons From a Career in Medical Devices

During his decades in the medical device industry, McMillan worked across operations, product launches, regulatory strategy, sales, and global partnerships. He was often brought into organisations struggling with stalled growth, team breakdowns, or operational overload.

One lesson stayed with him after an early-career mistake involving a rushed product launch.

“I pushed too fast and ignored concerns from the regulatory team because everyone wanted speed,” he said. *“The launch stalled anyway. That experience taught me urgency is not strategy.”*

He later became known for slowing down decision-making processes, reducing unnecessary meetings, and encouraging teams to communicate more openly.

Simple Practices That Improve Leadership Performance

McMillan believes healthier leadership starts with small operational changes rather than dramatic culture campaigns.

Among the habits he recommends:

- Protect quiet thinking time during the workday
- Reduce unnecessary meetings and approval layers
- Encourage junior employees to speak first in meetings
- Build recovery time after major projects
- Separate urgent tasks from important decisions
- Take short walks without headphones to reset mentally

“Some of my clearest business decisions happened during quiet walks,” McMillan said. *“You think differently when your brain is not overloaded every minute.”*

Leadership After Personal Loss

McMillan’s perspective shifted further after losing his wife to cancer. Supporting his children through grief changed how he viewed leadership, pressure, and success.

“Grief forces you to see what actually matters,” he explained. *“I stopped chasing noise and started focusing on clarity, trust, and consistency.”*

That experience later led him into nonprofit and grief-support work through organisations like The WARM Place, Camp Sanguinity, and his foundation, Families with Holes.

A Call to Action for Leaders and Teams

Rather than pushing large corporate initiatives, McMillan encourages leaders to make practical changes inside their own routines and organisations:

- Shorten meetings
- Protect employee recovery time
- Listen longer before making decisions
- Reward sustainable performance instead of exhaustion
- Create environments where teams feel safe speaking honestly

“Strong leadership is usually quieter than people expect,” he said. *“Teams perform better when people feel clear, rested, and trusted.”*

About Workplace Burnout and Leadership Recovery

Workplace burnout is a state of emotional, mental, and physical exhaustion caused by prolonged stress and poor recovery. Experts increasingly point to communication overload, lack of clarity, and unsustainable workloads as key drivers. Research shows that organisations with healthier leadership habits often experience stronger retention, better collaboration, and improved long-term performance.

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