

Tactical Teamwork: There ARE “I’s” in Team

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The Presenter



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Overview

- Defining your team
- Tuckman's Theory of Group Development
- Teamwork as a benefit to:
 - The team
 - The patient
 - The organization

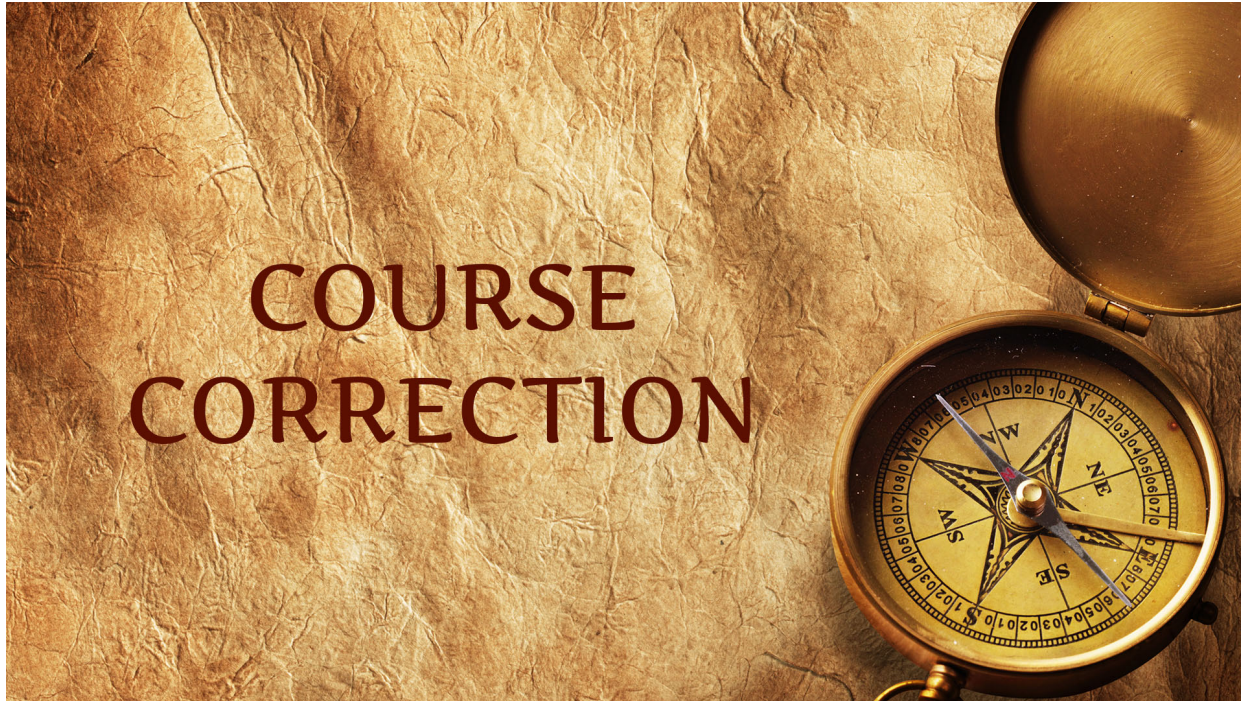
Instead...



“No I in Team” Developments

- Remove merit salary increases (+)
- Decrease in individual recognition (-)
- Increase in inclusion and equality (+)
- Decrease in individual accountability (-)

Rita's Opinion



Defining Team

- Two or more **INDIVIDUALS** who work together to achieve a common goal



Tactics to Bring out the “I”

- Peer Interviews

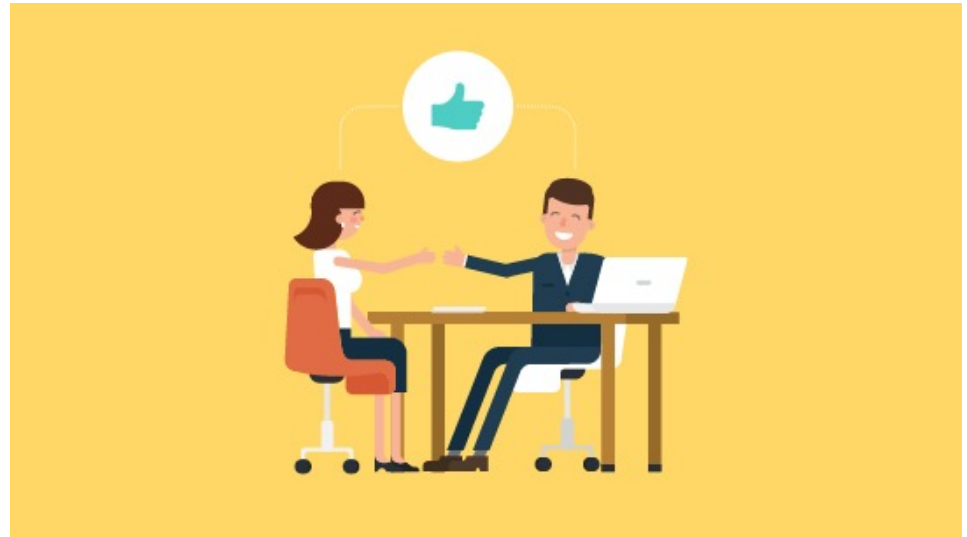
- Do this thoughtfully
- Team feels commitment
- See yesterday’s email from Whitnee on Jane’s Framework in 5

Tactics to Bring out the “I”

- New Employees Are Supported as Individuals by Individuals on the Team

Tactics to Bring out the “I”

- CNO Face-to-Face Visit



Tactics to Bring out the “I”

- Pass the Baton to the Employee’s Manager



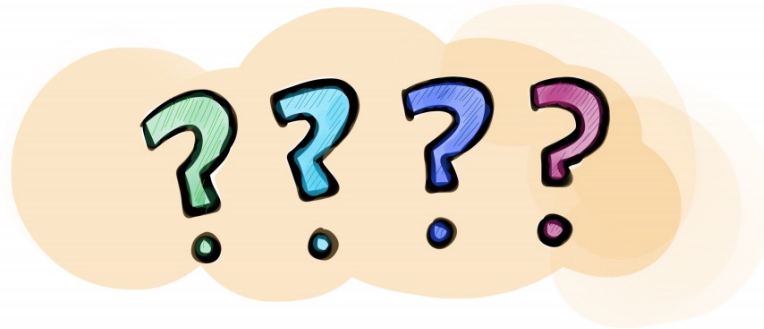
Tactics to Bring out the “I”

- Leader Rounding on Staff



Tactics to Bring out the “I”

- Peer Rounding
 - What is the thing you love doing most on a day off?
 - What's the names of your (spouse, kids, pet, sibling)?
 - At work, what do you consider yourself an EXPERT at? (wound care, keeping a room neat, comforting a dying patient, etc.)
 - At work, what would you like to become BETTER at?



The Ripple Effect

A wonderful side effect.....



Tactics to Bring out the “I”

- A leader’s greatest work is to create an environment in which your INDIVIDUAL team members can work at their natural best!

Learn from the Seals

TEAMS

- T = Take Responsibility
- E = Encourage Others
- A = Ask for Help
- M = Master YOUR Job
- S = Sacrifice for Others



Just Start!

- Peer Interviews
- Share Orientation Responsibility
- CNO Face-To-Face
- Pass the Rounding Baton
- Leader Rounding on Staff
- Peer Rounding
- Create the Environment to Build on Individual Strengths

What is Teamwork?

“Individual commitment to a group effort – that is what makes a team work, a company work, a civilization work.”

- Vince Lombardi



QUESTIONS? CONTACT US!

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