

## Sample Team Leader Commitment/Re-Commitment Statement

I, \_\_\_\_\_, hereby declare that I am committing to a (one or two or three) year term leading (or co-leading) the following team

\_\_\_\_\_.

In doing so, I realize the following:

- I was chosen to lead this team for a reason. I am seen in my organization as a positive role model for inspiration and change. I will do my very best to be a positive role model in and out of team meetings.
- I am aware that this is a leader led, but employee driven team. As the leader of the team, I take on a uniquely different role than my daily leadership role may be. I am leading a team of “volunteers” who are, as well, going above and beyond their normal daily work duties to contribute to the transformation of our organization. It is my role to lead them through this rewarding experience.
- I pledge to allow ideas to form, and innovation and inspiration to flow unobstructed from my team. It may be difficult for me to refrain from telling my team when one of their ideas has previously failed (e.g., “we tried that before...”) and I will be thoughtful in determining when they truly need me for my history of failed innovation. Employee-driven ideas are sometimes blessed more readily than if a leader had the same inspiration once before and I need to allow them to express and pursue ideas in their own way, in this new place and time in our organization’s history.
- I pledge to inspire my team to be the innovators of positive change. I will do my very best to recognize my facilitator role of empowering and engaging the team members to be the true innovators and do-ers of the transformation. My role on the team may change given the current team Quarterly Action Plan. My role may be as an advisor, or accepting my share of action assignments, or intervening to access resources, remove barriers, and potentially enlightening the team as to the myriad of ways that change happens in our organization (e.g., policies are developed/changed, information is communicated, resources are secured, education is provided, etc.).
- It is my responsibility to support the entire journey in total via the purpose and applicable work plans of the journey, my team, and the other sub-teams. If I am in disagreement with the work of the teams, or in question of anyone else’s work or plan, I will be sure to ask clarifying questions without putting down the work of my teammates or of another team. I will represent my team and our work at the Steering Team level. Knowing that the Steering Team has a transformational plan to execute as well; and therefore, I realize I may have additional duties as a Steering Team member, as well as a team leader.
- It is my responsibility to prioritize team meetings on my work calendar and to allot time to fulfill my pre- and post-meeting action assignments. I will collaborate with my immediate supervisor and the Initiative Champion if I am needing assistance in coordinating my schedule so that I can attend meetings and complete my action assignments. If my work or home obligations make it so that I unable to lead a team meeting, I will ask a co-leader or another team member to do so versus cancelling team meetings.

- I will assure that the logistics of great meetings are part of how our team functions. There will be scheduled meetings, with a secured meeting room/location, agendas and team meeting notes. These logistics can be assigned and carried out by team members. Meetings, and the work in between meetings, is guided by the team's purpose and quarterly action plans, and our meetings and team functioning must be optimized to accomplish these.
- During meetings, I will practice being in the moment and fully present so as not to waste my teammate's time. I will free myself from distractions such as my cell phone, etc.
- Before ending a team meeting, I will assure that every member, including myself, is clear as to their applicable action assignments. While I will do my very best to contribute to our team's work by completing action assignments by the deadline, the work of the team is shared by all of its members via contributions as meeting and action assignments in between meetings. I realize that at times, my only assignment may be to positively support the work of my team and the Journey overall.
- I will strive to uphold and role model the standards of behavior written by my peers. Knowing that a positive work environment takes three times more positive to every one negative, I will strive to behave in a positive and optimistic manner and will support others in doing the same. I will call out negativity when I see it happening. I seek to guard against the degradation and apathy that sometimes happens in a work environment because no one is willing to speak up in helpful and constructive ways. I will lead a "Yes, if...." approach to the challenges we will strive to solve as a team versus a "No, because...."
- I believe in our organization and the people who make up this great place. I believe we can make it the best place to work and the best place for patients to receive care. I will hold that belief close in the midst of the day-to-day whirlwind and stressors.
- As I sign this commitment, I know that my team members will also sign a team member commitment. I will support the members of my team to fulfill their commitments and will take the opportunity to check on our team's dynamics, functioning, and commitments at a minimum of a couple times each year. At any time, if a team member is struggling with their commitment I will take a personal and private approach in assisting them. I will admit when I am struggling with my commitments as well and seek assistance/advice from the Initiative Champion.

***With my very best intentions,***

\_\_\_\_\_ ***Date*** \_\_\_\_\_  
***Inspired Team Leader***