

Building and Leading High Impact Teams

Dr Dawn Martin PhD, MEd, MSW, RSW

Dr Tom Lloyd LLM, MB ChB, MD, MRCS, MFFLM

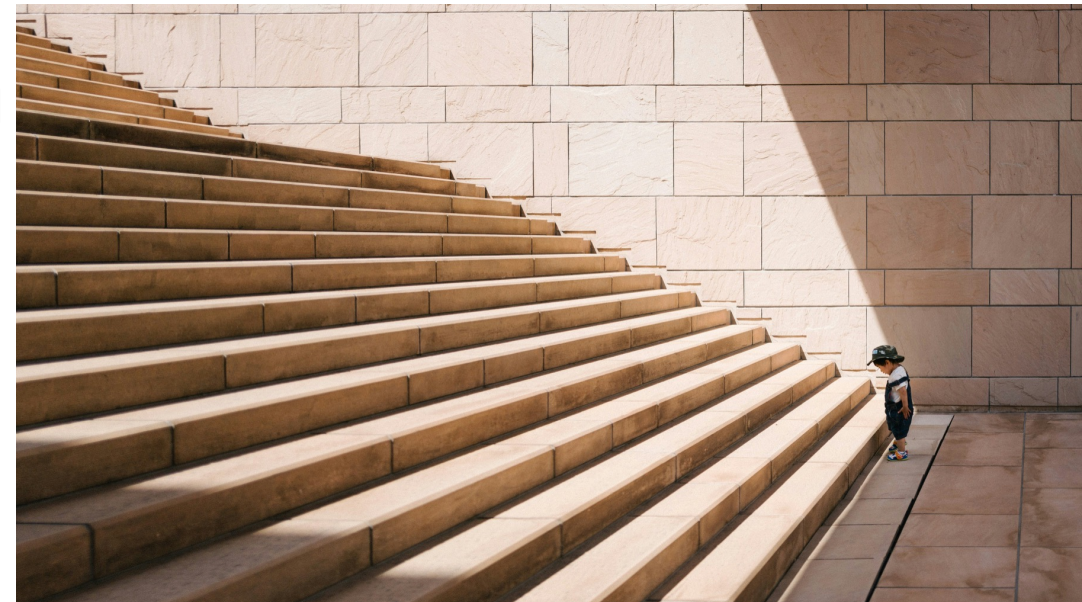
Today's agenda

- Understand our place in a medical team
- How do we set teams up for success
- Creating Purpose and Direction
- Defining what we need to do
- And what next...?



The Challenges

- You are under unprecedented pressure
- High expectations, low money and resources
- Retention and recruitment strains
- General frustration
- Frequently poor behaviours occurring



What is a team?

Put simply

A group works *side by side* toward individual goals.

A team works *together* toward a shared purpose that creates value for the wider system.



What we have noticed

- Recognize we are in a team
- When things get “bad” we start to look inward
- Often due to a lack of clarity
- Team leadership matters
- Lack of direction and future focus
- Lack of awareness of why we exist and who we serve
- Changing culture

Team Commission

For success a team must have a clear commission

- Clear purpose
- What is success

Do you know what is expected of your team from above?

- timelines?

Team Purpose

What can this team of people uniquely do that is require in (area) for the future?

What can we do as a team that we cannot do apart?

Recognizing that we are part of something bigger?

Team Purpose

Who do we serve?

Then think about each below and see what comes up

1. We serve
2. To enable them to do what....
3. They are then able to serve whom....
4. For which they create the benefit of....

How do we work together

What do we need as a team, to work together to meet our purpose and goals?

- How do we deal with disagreement?
- What behaviours do we want to see?
- How will we have discussions, what forum?
- What are the norms we should establish?
- What are our specific goals as a team, internally and externally?

Aristotle project

1. Psychological Safety
2. Dependability
3. Structure and Clarity
4. Meaning
5. Impact



The Series

April 20th “Making, Meetings Matter: Turning lost time into real progress”

May 11th “Psychological Safety: The foundation of Effective Teams”

June 8th “Civility, Conflict and Culture: Building better teams that work”

Sept 14th “Feedback that Fuels Growth: Creating a Culture of Learning and Boundaries

Questions

Think about your team

What have you have heard about today, that your team needs, that you are curious about?

If you are a leader what do you think you need too do next?



What is one thing you are taking away that you could apply to your team/s?