

The background is a light gray gradient. It features several realistic water droplets of various sizes, some clustered in the top left and bottom right corners. A faint, large circular pattern, resembling a ripple or a stylized eye, is centered in the upper half of the image.

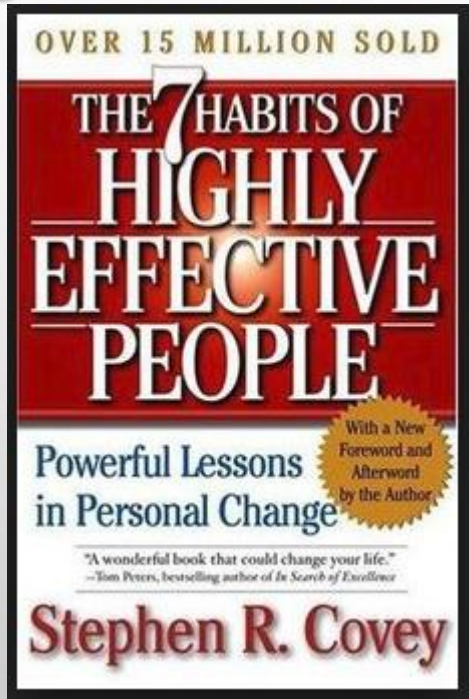
BUILDING A TEAM

VISION AND THE PERIPHERAL

DISCLOSURES

- NONE
- CURRENT EMPLOYEE OF WAKE FOREST BAPTIST HEALTH

WHERE TO BEGIN WHEN THINKING ABOUT BUILDING A TEAM?



Human Resources

Google

Forbes

The
New York
Times

CEO

WHAT IS YOUR VISION?

- WHY DO YOU NEED TO EVEN THINK ABOUT THE VISION?
 - VISION IMPACTS ORGANIZATIONAL PERFORMANCE
 - SHAPES THE VIEWPOINT OF LEADERSHIP
 - IMPROVES GROUP EFFECTIVENESS
- A VISION IS KEY TO SUCCESS AND IMPERATIVE TO STRATEGIC PLANNING
 - YES IT IS IMPORTANT TO GET BEYOND “SURVIVAL MODE”
- HOW OFTEN DO I THINK ABOUT A STRATEGIC PLAN?
 - IS MY STAFF AWARE OF HOW THEY FIT IN TO THE VISION AND PLAN?
 - HOW DO I COMMUNICATE THIS?
 - WHO IS BOUGHT IN?
 - CAN I AND MY STAFF DELIVER AN ELEVATOR SPEECH





"I make a pretty good team!"

WHO ARE THE PLAYERS?

- DEPENDS ON VISION AND FOCUS
- ASK YOURSELF WHO ARE YOU 'FORGETTING'
 - DO YOU NEED TO HIRE SOMEONE?
- WILL ALL OF YOUR TEAMS LOOK THE SAME?
 - WHAT IS THE DETERMINING FACTOR FOR DIFFERENCES?
 - IS THERE A STRUCTURAL DIFFERENCE OR COLLABORATIVE DIFFERENCE?
- WHAT CHARACTERISTICS ARE REQUIRED?
 - WHO WILL LEAD DO YOU NEED THE WORK HORSE TO BALANCE OUT THE DREAMER?
 - WHO ARE THE GET IT DONE PEOPLE?



- ROLES
 - ARE YOU A SEAT FILLER OR LOOKING FOR SPECIFIC ATTRIBUTES
- PURPOSE
 - SHOULD UNDERSTAND WHY THEY ARE APART OF THE TEAM
- COMMUNICATION
 - HOW BEST TO COMMUNICATE WITH STAFF
 - WHAT IS AN APPROPRIATE WAY TO COMMUNICATE WITH YOU AS A LEADER
- MEASURABLE GOAL SETTING
 - HOW OFTEN IS THIS TRACKED AND REVIEWED
- CELEBRATE SUCCESS AND UNDERSTAND FAILURES
- PERSONAL TOUCH
 - KNOW SOMETHING BEYOND WORK LIFE THAT BRINGS JOY TO YOUR TEAMMATE



The image features a light gray background with a subtle gradient. In the top-left and bottom-right corners, there are several realistic-looking water droplets of various sizes, some overlapping. The text is centered in the upper half of the image.


**WOULD ANY ONE DISAGREE WE SHOULD BE
THINKING OF PATIENT CENTERED CARE WHEN
BUILDING A TEAM?**

WE HAVE ALL THE BASES COVERED:






KEY ATTRIBUTES TO THE TEAM RELATIONSHIP

- TRUST
 - SHOWCASE EXPERTISE
 - AGENDA AND RESPECTFUL OF TIME
 - SHARING OF CREDIT AND RESOURCES
 - POWER
 - CLEAR VISION
 - SUPPORT FROM LEADERSHIP/INSTITUTION
 - COMMUNICATION, NEGOTIATION
 - CONFLICT RESOLUTION
- 



ENCOURAGE AND EMPOWER

- WHAT DO YOU DO TO SHOW YOUR STAFF THEY ARE APPRECIATED?
 - NO ONE FEELS THEY HEAR THANK YOU ENOUGH?
 - BE GENUINE
 - IT REALLY CAN GO A LONG WAY
 - WHEN IS THE LAST TIME YOU WROTE OR RECEIVED A HANDWRITTEN THANK YOU NOTE?
 - UNDERSTAND THAT WHAT ONE STAFF MEMBER RECEIVES AS APPRECIATION ANOTHER MAY NOT?
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MEETING SET UP AND MESSAGE SET UP



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