



# MOLANE

## Team: Session One

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# Teams, Teams, and more Teams

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- ② Management team
- ② Consistent assignment team
- ② Care plan team
- ② Quality improvement teams
- ② And the list goes on

# Teams

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- 🌀 Ask yourself if you have a team or groups of people working? If you have teams, are they:
  - Working toward a common goal and focused on results?
  - Challenging each other and holding each other accountable?
  - Committed to their purpose and contribution to the team's work.

# Getting Started

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## 🌀 Become a knowledgeable team leader

- Read books and articles & speak to others who lead successful teams

## 🌀 Include a diverse group of people

- Give voice to those involved

## 🌀 Set the tone

- Atmosphere where people can be honest and challenge ideas
- Be clear about what you want to accomplish- what is your vision and how do people fit in that vision

# General suggestions for team members

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- ② No more than 10 people
- ② Representatives from each shift
- ② Include informal leaders
- ② Those leaders you wish weren't???

# How do I get them to join?

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- ② Ask for volunteers-leave some spots open for those you know you want to include
- ② Give people time and resources to participate
- ② Communicate why you have asked them to join the team and other details of what will be happening on the team
- ② Discover why there is resistance

# Communicating throughout the Change

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- ② Listen, ask questions, discuss people's ideas
- ② Communicate in the same message in several ways on several occasions
- ② Listen to people's complaints or fears and discuss how they fit into the solution

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