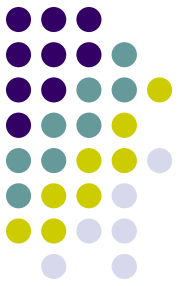


What is a Team?

A **team** is a collection of individuals, each with his/her own expertise, brought together to benefit a common goal.

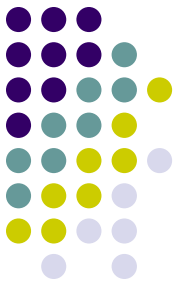


Why Have Teams?



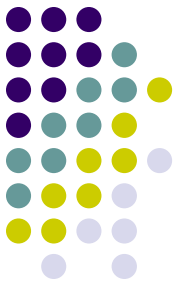
- Require interdisciplinary knowledge.
- Advantages in diversity.
- One vision, many hands.
- Shared responsibility and workloads.
- Timing is essential.
- Chances for leadership and personal satisfaction
- Sense of belonging to a successful process
- Ability to accomplish more than if work done independently





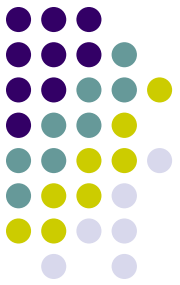
***“Coming together is a beginning.
Keeping together is progress.
Working together is success.”***

Team work



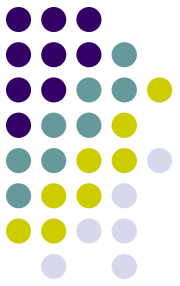
Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

Teamwork Model



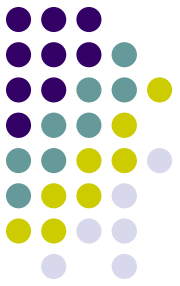
- Values/Behaviors:
 - Trust among all parties
 - Knowledge and trust remove the need for supervision
 - Joint decision making
 - Mutual respect for the expertise of all members of the team – this respect is communicated to the patient
- Communication that is not hierarchic but rather two-way facilitating sharing of information & knowledge
- Cooperation & coordination promote the use of the skills of all team members, prevent duplication, and enhance the productivity
- Optimism that this is the most effective method of delivery of quality of care

Stages of Team Development



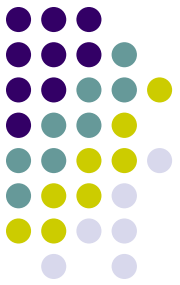
- **Forming:** Leader encourages equitable participation, begin focus on project.
- **Storming:** Leader helps team to focus on strengths, not weaknesses, in working toward the task at hand
- **Norming:** Collective decision to behave professionally, and agree to norms
- **Performing:** True teamwork and cooperation, members individually committed, multiple leaders
- **Adjourning:** Goal accomplished

Example



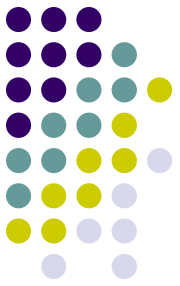
- Surgical Team:
 - Admitting clerk (admission information)
 - Insurance representative (approval for surgery)
 - Nurses or patient care technicians (prep pt)
 - Surgeons, one or more
 - Anesthesiologist
 - Operating room nurses
 - Surgical technicians
- Housekeepers (clean and sanitize OR after procedure)
- Sterile supply techs (clean instruments)
- Recovery room personnel
- Dietitian
- Social worker
- Physical therapist
- Occupational therapist
- Home health personnel





Conclusion

- *It's good to be individually brilliant and to have strong core competencies; but unless you're able to work in a team and harness each other's core competencies, you'll always perform below par because there will always be situations at which you'll do poorly and someone else does well.*
- *Teamwork is mainly about situational leadership, letting the person with the relevant core competency for a situation take leadership.*



Let's go and build stronger teams!

